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CAUT ACPPU
BULLETIN

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Les universités privées mal accueillies

LE gouvernement de l'Ontario a indigné les étudiants et les universitaires en approuvant l'installation d'universités privées, à but et sans but lucratif, dans la province dès le mois de septembre.

Les étudiants ont protesté en interrompant la ministre des Collèges et des Universités, Dianne Cunningham, qui en faisait l'annonce. Elle a été contrainte de passer à une autre salle dont l'entrée a été bloquée par des agents de sécurité.

Le gouvernement prétend que cette initiative offrira aux étudiants un plus grand accès à une éducation de qualité supérieure. Les opposants estiment cependant que le projet créera un système à deux vitesses dont profiteront les mieux nantis et qui affaiblira les universités publiques existantes.

« Je suis convaincu que beaucoup de nantis sont en faveur de ce projet qui est néanmoins néfaste pour les citoyens ontariens en général », a déclaré le président sortant de l'ACPPU, Bill Graham. « La qualité de l'éducation en sera réduite. Nous nous opposons entièrement à cette décision. »

« C'est un désastre total », a convenu Joel Hardin, le président pour l'Ontario de la Fédération canadienne des étudiantes et étudiants. « Nous n'accepterons pas cela les yeux fermés. »

Selon Tom Booth, le président de l'ACPPU, il n'est pas vrai que les universités privées ne coûteront rien, comme le prétend le gouvernement. Elles vont épuiser les ressources dont a grand besoin le système public. «Le gouvernement affirme qu'il n'accordera pas de subventions de fonctionnement aux universités privées au début. Toutefois, les étudiants auront quand même droit à des prêts subventionnés par les contribuables et les professeurs seront admissibles aux subventions de recherche du gouvernement », a ajouté M. Booth. Le gouvernement devrait investir dans le système public provincial et diminuer les droits de scolarité au lieu de subventionner des universités privées. » M. Booth a ajouté que les dépenses de l'Ontario pour les universités sont les moins élevées actuellement que toutes les autres provinces.

L'Union des associations des professeurs d'universités de l'Ontario avait rendu publique, avant l'annonce du gouvernement, une

Voir UNIVERSITÉS à la page 3

CAUT Criticizes Canada Research Chairs Program

AFTER a lengthy delay, the federal government released details of the Canada Research Chairs Program last month, but critics warn the plans raise serious concerns.

"Increased public funding for post-secondary education is urgently required to meet the core needs of universities and colleges," noted CAUT president Tom Booth. "But in our view the research chairs initiative will do little to meet these needs and, in fact, may worsen the problems facing our universities and colleges."

Under the current proposals, the federal government will allocate $300 million over the next three years to create 2,000 research chairs at Canada's universities. Of the total number of chairs, 6 per cent will be reserved for smaller universities, while the rest will be allocated to universities based on their three-year average share of funding received from the federal granting councils. According to the program guide, 20 per cent of the chairs will be awarded to the humanities and social sciences, 35 per cent to the medical sciences, and 45 per cent to the natural and applied sciences.

Based on current data CAUT estimates almost two-thirds of the chairs will be awarded to 10 universities, while 80 others will have to vie for the remainder.

"The fact that the bulk of the chairs will be given to just 10 universities raises serious concerns that larger universities will simply poach faculty from smaller institutions," said Booth.

He also expressed concern that only 20 per cent of the chairs will be available for the humanities and social sciences, even though this figure does not adequately reflect the share of research activity in these fields. "The under-representation of research chairs in the humanities and social sciences could seriously shift the balance among disciplines."

CAUT also calculates the 2,000 new chairs will require the equivalent of 50 new buildings for offices and labs, but funding for this infrastructure is not guaranteed. Some grants will be available through the Canada Foundation for Innovation, but awards are contingent on securing matching funding from private and others partners.

"If partners can't be found, the university will be on the hook for meeting the infrastructure requirements of the chairs," warned CAUT executive director Jim Turk. "Other areas will have to be sacrificed."

Turk also noted that funding for the research chairs is guaranteed for just three years, even though appointments run from five to seven years and most will be tenured. "If the program is not renewed, cash-strapped universities may have to absorb the $300 million annual cost of the chairs." ■

L'ACPPU critique le Programme de chaires de recherche

APRÈS un long retard, le gouvernement fédéral a rendu publics le mois dernier les détails concernant le programme de chaires de recherche du Canada. Les critiques du programme ont cependant prévenu qu'il comportait de graves lacunes.

« Il est urgent d'accroître le financement de l'enseignement postsecondaire pour combler les besoins impérieux des universités et des collèges », a fait remarquer le président de l'ACPPU, Tom Booth. « Cependant, selon nous, le projet des chaires de recherche ne contribue pas beaucoup à combler ces besoins. De fait, il peut empirer les problèmes auxquels font face nos universités et nos collèges. »

Avec ce projet, le gouvernement octroiera 300 millions de dollars au cours des trois prochaines années pour créer 2 000 chaires de recherche dans les universités canadiennes. Du total, 6 p. 100 sera réservé aux universités plus petites, tandis que le reste sera imparti aux universités en fonction de leur part de financement moyen triennal qu'elles reçoivent des conseils subventionnaires fédéraux. D'après le guide du programme, 20 p. 100 des chaires seront attribuées aux sciences humaines et sociales, 35 p. 100 aux sciences médicales et 45 p. 100 aux sciences naturelles et appliquées.

Selon des données actuelles, l'ACPPU estime que presque deux tiers des chaires seront attribuées à 10 universités alors que les 80 autres universités se contenteront du reste.

« Le fait que seulement dix universités obtiennent le gros des chaires nous amène à nous inquiéter sérieusement du risque que les grandes universités chipent les professeurs des universités plus petites », a déclaré M. Booth.

M. Booth s'est également dit préoccupé par la proportion de chaires réservées aux sciences humaines et sociales, soit seulement 20 p. 100, même si ce chiffre n'est pas proportionnel à l'activité de recherche qui s'effectue dans ces domaines. »

L'ACPPU estime qu'il faudra construire l'équivalent de 50 nouveaux édifices universitaires pour accueillir les bureaux et les laboratoire des 2 000 chaires. Le financement de ces infrastructures n'est cependant pas garanti. Des subventions seront offertes par l'entremise de la Fondation canadienne pour l'innovation mais seront conditionnelles à des partenariats avec le secteur privé.

« Si une université ne peut recruter un partenaire privé, elle aura de la difficulté à respecter les conditions de financement des infrastructures des chaires », a prévenu le directeur général de l'ACPPU, Jim Turk. « Il faudra sacrifier d'autres secteurs. »

M. Turk a en outre mentionné que le financement des chaires de recherche est garanti pendant trois ans seulement, même si la durée des nominations s'étale de cinq a sept ans. « Si le programme n'est pas renouvelé, les universités à court d'argent devront peut-être absorber le coût annuel des chaires de 300 millions de dollars. » ■

Traduit de l'article « CAUT Criticizes Canada Research Chairs Program ».

Protests Greet Plans for Private Universities

THE government of Ontario has outraged students and academic staff by giving the go-ahead for private, not-for-profit and for-profit universities to set up shop in the province as early as this September.

Student protestors interrupted the official announcement by Colleges and Universities Minister Dianne Cunningham who was forced to retreat to another room where security guards blocked the doors.

The government claims the move will give students greater access to higher quality education, but critics say it will create a two-tier system that benefits the rich and weakens existing public universities.

"I'm sure there are a lot of wealthy people who would want to see this but it's not good for the citizens of Ontario as a whole," said CAUT past president Bill Graham. "It will mean a reduction in the quality of education. We are totally opposed to this."

"It's a disaster, a total disaster," agreed Joel Hardin, Ontario chair of the Canadian Federation of Students. "We're not going quietly into the night on this one."

CAUT president Tom Booth warned that private universities will not be as cost-free as the government claims and will drain badly-needed resources away from the public system.

"While the government says it won't initially provide operating grants to private universities, students will receive taxpayer-supported student loans and faculty will be eligible for public research grants," said Booth. "Instead of subsidizing private universities, the government should focus on investing in

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Minister Dianne Cunningham

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LETTERS COURRIER

Discrimination Claim 'Sensational Accusation'

In a commentary to the *Bulletin* (April), "Actions Speak Louder Than Words," Professor Chandrakant P. Shah tries to dissuade us from any naive belief we may have about Canadian universities no longer practicing "systemic discrimination" in the hiring of minorities.

He, too, used to be naive. But his experience at the University of Toronto has taught him otherwise. What experience? Well, Shah has discovered that since the approval of an employment equity policy in March 1991 by the U of T governing council, there really has been no significant changes in the percentage of visible minorities in tenure stream faculty.

He thus offers the following numbers to prove this: 9.7 per cent of tenure stream faculty were minorities in 1990/91; 6.7 per cent in 1992/93; 8.8 per cent in 1996/97; and 8.7 per cent in 1998/99. This meagre set of numbers is the sole factual basis for Shah's condemning claim that the University of Toronto practices systemic discrimination. Indeed he thinks these numbers can be generalized to argue that many Canadian institutions of higher learning also practice systemic discrimination.

Clearly, the worst conclusion one can reach from these numbers is that U of T has not acted on its own commitment to hire more visible minorities. But the truth is that these numbers are meaningless unless they are compared to the actual number of visible minorities in the applicant pool. U of T would deserve criticism for lack of equity if it was shown that the percentage of minorities it has hired since 1991 is lower than their representation in the applicant pool.

Unfortunately Shah is more interested in sensational accusations than serious analysis. I find it extremely irresponsible and discriminatory for Professor Shah to accuse Canadian universities of systemic discrimination on such spurious evidence.

RICARDO DUCHESNE
Social Science, University of New Brunswick

Claim of Systemic Discrimination Based on Faulty Criteria

Chandrakant Shah (Commentary, April) purports to expose systemic discrimination at the University of Toronto. In making this serious charge against his university, he advances a concept of systemic discrimination that is unsound, as it relies on inappropriate criteria.

He implies three criteria for deducing systemic discrimination is operating – the visible minority percentage of tenure faculty has increased slowly; the visible minority percentage of tenured faculty is below 15 per cent; and minority representation in the student body is higher than among faculty.

The application of these criteria would render an already fuzzy concept useless. Analyses based on them would be detrimental to fairness in educational institutions.

Employment systems certainly may operate in ways that unintentionally but systematically disadvantage potential or actual participants. Statistics and observations from universities can provide pointers to hidden factors that operate to disadvantage certain groups. But for such pointers to warrant further examination, a fair investigation should rule out plausible explanations of them that do not involve discrimination.

Shah's charge of discrimination at the U of T takes no account of the practicalities of appointments, departmental priorities, tenure, career spans, educational choices and the fact that the student body registers demographic change in a way the tenured faculty body cannot. The composition of the tenured faculty and the student body at U of T (and elsewhere) can be readily understood taking into account such factors.

Shah fails to convince that systemic discrimination is to be found at the U of T and "many institutions of higher learning."

CHRISTINE FUREDY
Senior Scholar & Professor Emerita, York University

La FQPPU dénonce le projet de financement des universités

La Fédération québécoise des professeures et professeurs d'université a vivement réagi au projet de financement des universités rendu public par le ministre de l'Éducation du Québec, François Legault, en avril dernier. Après une *Politique à l'égard des universités* qui suscitait légitimement l'inquiétude par son approche de la mission des universités et l'atmosphère comptable dans laquelle elle baigne, le ministre de l'Éducation a lancé un projet de financement qui illustre jusqu'à quel point il n'a toujours pas compris la richesse du réseau universitaire québécois dont il est en train d'étouffer la générosité et le dynamisme par des mesures mercantiles sans précédent dans le monde de l'éducation et totalement inadaptées au développement des universités.

La FQPPU s'oppose à ce document parce qu'il propose seulement un assortiment de mesures à court terme qui ne répondent en rien aux véritables problèmes des universités québécoises et ne tiennent pas compte de leur spécificité. Il cible des secteurs privilégiés de développement liant ainsi les universités à l'évolution des besoins de la main d'œuvre, au détriment de la qualité de l'enseignement, et favorisant la dépendance des universités à l'égard de l'industrie.

De plus, la FQPPU estime que le projet de financement porte atteinte à l'autonomie des universités et que la recherche obsessive de « productivité du personnel » émane d'une ignorance étonnante des conditions réelles du travail universitaire, de l'équilibre à maintenir entre la recherche et l'enseignement et des exigences d'encadrement de la population étudiante.

Enfin, selon la FQPPU, le document ministériel traite la formation universitaire, l'accès à la culture et à l'esprit critique et l'acquisition de compétences comme des denrées de supermarché.

Rappelant que la base essentielle du contrat qui lie les universités à la société repose sur le respect de leur autonomie, respect dont elles doivent être assurées de la part d'un gouvernement qui a pour rôle de soutenir leur développement comme institutions autonomes de caractère public, la FQPPU déplore que le projet du ministre Legault montre, au contraire, le mépris avec lequel le gouvernement traite la tâche professorale, l'insouciance à l'égard des effets pervers d'une telle politique de financement sur la qualité de l'enseignement, de l'encadrement et de la recherche universitaire.

Le projet témoigne d'une vision fragmentée du monde universitaire, essayant sans succès de réconcilier les responsabilités administratives, les préoccupations comptables, les nécessités du marché et de la compétition et les objectifs de rendement. Il ignore notamment que la vie universitaire repose fondamentalement sur une relation pédagogique entre les professeures et les étudiants qui ne peut porter de fruit que si elle est enracinée dans la liberté universitaire.

Selon la FQPPU, le projet de financement favorise une dilution progressive de la nature et du rôle spécifique de l'université dans la société.

Les professeurs d'université ne cessent de donner. Depuis que la vague des compressions budgétaires les a frappés de plein fouet, ils ont accepté un alourdissement considérable de leur tâche telle que, de l'avis même des administrations d'université, la qualité de la formation est maintenant en jeu. Cela n'empêche pas le ministre de vouloir étrangler un peu plus le système.

La FQPPU convient que les universités doivent avoir des comptes à rendre mais elle ne tolère pas que la reddition de comptes prenne l'allure d'une véritable enquête quasi-policière. La politique de financement actuelle est un ensemble de mesures coercitives destinées à contrôler le monde universitaire sans égard à la qualité de l'enseignement et de la recherche qui s'y pratiquent. L'équilibre atteint dans chaque établissement entre les administrations universitaires et le corps professoral est menacé. Le ministre doit savoir qu'il y aura des conséquences graves à toute atteinte à cet équilibre enchâssé dans les conventions collectives.

Ainsi que l'a répété à maintes reprises la FQPPU, si le gouvernement traite les réformes organisationnelles et la rationalisation des programmes en cours dans les universités comme des préalables au redressement du financement public dont les universités ont un urgent besoin, il continue alors à cautionner une politique de coupures budgétaires et de désengagement à l'égard des universités. Il n'a donc pas compris la nature de sa responsabilité face à l'enseignement et à la recherche universitaires.

La FQPPU invite le ministre à reprendre contact et à consulter l'ensemble des acteurs du monde universitaire avant d'arrêter un texte définitif. Il doit revoir ses positions afin que, dans un document de cette importance, les véritables intérêts de la société soient respectés. ■

Protests Greet Plans for Private Universities

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the province's public system and bringing down tuition fees."

Booth added that Ontario currently spends the lowest amount on universities than any other province.

The Ontario Confederation of University Faculty Associations earlier released a study noting that a private university education would cost students up to four times more than at public universities.

"Private universities offer students no real choice," insisted OCUFA president Deborah Flynn. "The only options private universities give students are higher tuition fees and questionable program offerings."

CAUT Council, meeting in Ottawa when the announcement was made, unanimously passed an emergency resolution condemning the government of Ontario's decision.

"We think this decision will have national ramifications," said Booth. "We are quite concerned that the introduction of for-profit institutions in particular could subject the entire post-secondary education sector to international trade agreements like NAFTA."

With the announcement, Ontario is the first province to officially offer degree-granting status to private, for-profit universities.

The government is planning a month of public consultations on its proposals beginning in late May. ■

Ontario Budget Ignores Universities

CRITICS accused the Ontario government of turning its back on health and post-secondary education in the latest provincial budget by devoting another $5.2 billion in tax cuts over the next four years.

Social advocates say the deep cuts in personal and corporate income taxes, combined with reduced capital gains taxes and preferential treatment of income earned from stock options, will come at the expense of health, education, and social services.

"For every new dollar spent on tax giveaways, the budget provides for just one penny in new money for health care," said Wayne Samuelson, president of the Ontario Federation of Labour.

"At its heart, this budget gives the most to those who need it the least."

Despite higher revenues from a booming provincial economy, the budget announced further spending cuts to housing, social services, culture, and the environment.

For the post-secondary education sector, the budget provided an additional $286 million under its SuperBuild Growth Fund for infrastructure renewal and extra money for the Ontario Graduate Scholarship Program.

"The budget did provide some new money for student financial assistance, but it is a drop in the bucket," said Deborah Flynn, president of the Ontario Confederation of University Faculty Associations. "In light of the huge tuition fees since this government was elected, it simply isn't enough."

Universities and colleges were hoping increased funding would be available to begin hiring faculty to meet the needs of rising enrolments predicted over the next decade.

"There was no new money for basic operating grants, no money directed toward faculty renewal," said Flynn. "The new buildings are going to be of absolutely no use if you don't have the faculty to teach those students and do the research." ■

Les universités privées mal accueillies

☞ Suite de la PAGE 1

étude révèlant qu'il en coûterait jusqu'à quatre fois plus pour un étudiant de fréquenter une université privée plutôt qu'un établissement public.

« Les universités privées n'offrent pas vraiment de choix aux étudiants », a soutenu la présidente de l'UAPUO, Deborah Flynn. « Les seuls choix sont des frais de scolarité plus élevés et des programmes dont la qualité est discutable. »

Le Conseil de l'ACPPU, réuni en assemblée à Ottawa au moment de l'annonce, a adopté à l'unanimité une résolution d'urgence condamnant la décision du gouvernement de l'Ontario.

« Nous estimons que cette décision se répercutera à l'échelle nationale », a déclaré M. Booth. « Nous craignons que l'installation d'établissements à but lucratif, notamment, soumette tout le secteur de l'enseignement postsecondaire aux accords internationaux de libre-échange tel l'ALENA. »

L'Ontario est la première province qui accorde officiellement le statut d'établissement conférant des grades aux universités privées à but lucratif. À partir de la fin mai, le gouvernement prévoit tenir des consultations publiques pendant un mois sur son projet. ■

Traduit de l'article « Protests Greet Plans for Private Universities ».

Bishop's Certifies New Unit

Bishop's University — After a day of mediation APBU was granted a certificate for a new unit of contract academic staff.

THE Association of Professors of Bishop's University (APBU) has certified a new bargaining unit.

The unit includes part-time instructors and music instructors who teach individual students on an hourly basis.

The process began in February, when a group of part-time instructors initiated an organizing drive. In just 10 days, 85 per cent of the university's contract academic staff signed APBU membership cards. This resounding majority was more than enough to meet the Quebec government's criteria for automatic certification.

"We are very happy with the successful results of the certification hearings," said association president Ruth Sheeran.

With the addition of the CAS bargaining unit, the APBU membership has now doubled in size.

"It's been a long time coming," said Daron Westman, chief steward for the new unit and a veteran part-time instructor in classics. "People have been so frustrated, not just with the low pay but also with the sense that we've been invisible, even to our colleagues."

He said contract academic staff want to be involved in the lives of their departments. "Because we don't have offices, email, phone numbers, or a listing in the faculty directory, we don't really feel connected. Now that we're part of APBU, we have an opportunity to be taken seriously, to be involved."

The addition of a second bargaining unit has brought a new structure to the APBU — and a new energy. At the association's annual general meeting last month, members elected two contract academic staff representatives to the executive as well as two negotiators. A network of stewards is making sure there is a flow of communication between the union and the members, and committees have compiled the results of the bargaining issues' survey and developed first contract proposals.

Victoria Smallman, the CAUT organizer who assisted with the membership drive, said it's great to see a group take longstanding frustration and turn it into positive action.

"The energy and enthusiasm the contract academic staff is bringing to the APBU are very exciting. The creation of a steward's network is an important step towards mobilizing the new members for the next challenge: first contract negotiations."

Negotiations for a first contract will take place in tandem with collective bargaining for the faculty and librarians' collective agreement. ■

Nouvelle unité accréditée à Bishop's

L'ASSOCIATION des professeurs et professeures de Bishop's University (APBU) a obtenu l'accréditation syndicale d'une nouvelle unité de négociation. Cette unité comprend les instructeurs à temps partiel et les professeurs de musique qui donnent des leçons individuelles au tarif horaire.

Le processus d'accréditation a commencé en février lorsqu'un groupe d'instructeurs à temps partiel a lancé une campagne de recrutement. En dix jours seulement, 85 p. 100 du personnel universitaire contractuel avait signé des cartes de membres de l'APBU.

Cette écrasante majorité était plus qu'il n'en fallait pour satisfaire les critères du gouvernement du Québec aux fins de l'accréditation automatique.

« Nous étions très heureux du résultat des audiences portant sur l'accréditation syndicale », a déclaré Ruth Sheeran, présidente de l'association.

L'ajout de l'unité de négociation des contractuels a doublé le nombre de membres de l'APBU.

« Nous avons mis du temps à y parvenir », a dit Daron Westman, délégué syndical de la nouvelle unité et instructeur à temps partiel d'expérience en études classiques. « Les gens étaient frustrés non seulement à cause de la faible rémunération mais aussi parce qu'ils avaient l'impression d'être invisibles, même pour leurs collègues. »

Selon lui, le personnel universitaire contractuel veut participer à la vie des départements. « Parce que nous n'avons pas de bureau, ni de courrier électronique ou de numéro de téléphone et que nous ne figurons pas dans le répertoire des professeurs, nous nous sentons isolés. Maintenant que nous faisons partie de l'APBU, nous avons l'occasion d'être pris au sérieux et d'être mis à contribution. »

L'ajout d'une nouvelle unité de négociation a modifié la structure de l'APBU et a insufflé une nouvelle énergie. Le mois dernier, lors de l'assemblée générale annuelle de l'association, les membres ont élu deux représentants des contractuels à l'exécutif ainsi que deux négociateurs. Un réseau de délégués syndicaux s'assure que la communication se fait entre le syndicat et les membres. Des comités ont compilé les résultats du sondage sur des questions de négociation et ont rédigé les premières propositions contractuelles.

Victoria Smallman, l'organisatrice syndicale de l'ACPPU qui a prêté main forte à la campagne de syndicalisation, était enchantée de constater que le groupe avait réussi à transformer en action positive une frustration qui couvait depuis longtemps. « L'énergie et l'enthousiasme que le personnel universitaire contractuel apporte à l'APBU sont une expérience très excitante. La création d'un réseau de délégués syndicaux constitue une importante étape vers la mobilisation des nouveaux membres en vue de relever le prochain défi : les négociations de la première convention. »

Les négociations en vue d'une première convention se tiendront conjointement avec celles des professeurs et des bibliothécaires pour leur convention collective. La première rencontre mixte des deux équipes avec l'administration a eu lieu à la fin d'avril. ■

Traduit de l'article « Bishop's Certifies New Unit ».

New Provision for Membership in CLC

CAUT member faculty associations will be able to join the Canadian Labour Congress in the near future. Delegates to the April CAUT Council voted unanimously to establish a new CAUT-affiliated national structure that will apply for membership in the CLC.

Modelled on the structure of the CAUT Defence Fund, the new body is named "The National Union of the Canadian Association of University Teachers." As with the defence fund, membership is only open to members of CAUT.

"A number of local associations have expressed their desire to join the CLC," said CAUT executive director Jim Turk. "The new CAUT organization will allow them to do so."

Then president Bill Graham told delegates it will be possible for any local association to join the CLC through NUCAUT without in any way obliging other associations and without incurring any additional costs or obligations for other locals. "This is an elegant means to enhance the freedom of local associations while not interfering with the freedom of others," said Graham.

The organization will be governed by a national executive board elected by members at its national convention which will be held in conjunction with the conventions of the CLC. Dues will be based on the dues structure of the CLC. Current CLC dues are 65 cents per member per month or $7.80 a year. ■

Associations interested in information about membership in NUCAUT and the CLC should contact Jim Turk by email (turk@caut.ca).

High Honours for UNB Prof

CONGRATULATIONS were extended to sociology professor Jennie Hornosty of the University of New Brunswick, who joins CAUT's honour roll of equity advocates.

During a special ceremony held in conjunction with the April Council meeting Dr. Hornosty was presented with the 1999 Sarah Shorten Award in recognition for her outstanding achievements in the promotion of the advancement of women.

"All of Jennie's work, through various levels of faculty associations, her academic research, her outside activities and even her modeling the difficult dual role of mother and academic reflects her focus on that very important issue of making our universities, our communities and our world a better and fairer place in which women can exercise their talents and make their mark," said Allan Sharp, of the Association of University of New Brunswick Teachers, in his support for Dr. Hornosty's nomination.

Dr. Hornosty's contributions encompass leadership to her local faculty association where she served as president (1989–1991) and as a

Jennie Hornosty, Sociology, UNB

member of the negotiating teams for 1988 and 1991 when important equity provisions were incorporated in the collective agreement.

She served for six years as the New Brunswick representative on the Board of Directors for the Canadian Research Institute for the Advancement of Women and three years as an executive member of the Canadian Sociology and Anthropology Association. Dr. Hornosty played an key role in developing the women's studies programme at UNB and at the provincial level helped to establish the FNBFA Status of Women Committee. She has also served on both the CAUT Status of Women Committee and the CAUT Executive Committee.

She has left her mark acting as a community resource on women's perspectives through her numerous media contributions to current issues, and her involvement in many community groups.

"Dr. Hornosty's contributions and activities are literally too numerous to mention," said Jeanette Lynes, chair of CAUT's Status of Women Committee, in presenting the award.

"Her impressive contributions constitute an enormous amount of equity service for more than twenty years. She clearly demonstrates the outstanding quality of contributions established in the criteria of the Sarah Shorten Award."

The Sarah Shorten Award was established by CAUT in 1990 in honour of the late Sarah Shorten who served two terms as president of CAUT in the 1980s. ■

CAUT Expands Membership Base

DELEGATES to Council in April voted to broaden the definition of eligibility for membership in CAUT. A new category of "federated associations" was added to allow membership for associations that contain both degree granting and non degree granting institutions.

"New degree granting institutions are being created across Canada and many of these are in community colleges that are already members of provincial faculty and staff associations," said Jim Gaskell, president of the Confederation of University Faculty Association of British Columbia.

"It is in the interests of all CAUT members that the academic staff at these institutions have the same protection of academic freedom and collegial governance structures as have the established universities," added Gaskell.

"The erosion of academic freedom and collegial governance at a college becomes a precedent for governments to erode these at universities by threatening to move resources from the university sector to the college sector."

Bill Graham, then president of CAUT, stressed the importance of CAUT fighting for academic freedom, good working conditions, and collegial governance for all academic staff regardless of the institutions in which they work and regardless of whether they are full-time or part-time.

Delegates also voted to admit graduate students as associate members and to make associate membership available to "academic staff and private scholars not currently employed in a university or college."

A new associate membership fee of $29.40 a year also was established for contract academic staff, for whom membership is not available through their local associations. ■

Gordon Unger Receives CAUT Award

A LONG-SERVING staff member of one of CAUT's largest associations has been awarded the Donald C. Savage award for outstanding contributions to collective bargaining work and economic benefits in a university environment.

Gordon Unger, executive secretary of the Association of Academic Staff of the University of Alberta (AAS:UA) for more than 25 years, received the award at the April CAUT Council meeting.

"Mr. Unger has a distinguished record of contributions to collective bargaining and economic benefits," said Vic Catano, former chair of CAUT's Collective Bargaining and Economic Benefits Committee. "His achievements include organizational leadership, policy implementation, legislation, publication, educational initiatives, and dedicated service."

Catano said in many ways Mr. Unger is responsible for collective bargaining in western Canada.

Mr. Unger negotiated and administered staff agreements for faculty and librarians, professional and administrative officers, and other academic staff members at the University of Alberta, and acted as chief spokesperson for negotiating teams. He is recognized as a knowledgeable benefits administrator and benefits plan designer who pioneered the concept of professional development allowances, the first dental care agreement at a Canadian university, and cooperative administration of benefits packages.

In his letter of support, Ron Bercov, a former president of both AAS:UA and CAUT stated: "Gordon came to the Association at a time when it was clear that in Alberta, university employees did not have access to collective bargaining under the Labour Act. With Gordon playing a very important role, we achieved first voluntary recognition and then legal bargaining status under the Universities Act. "

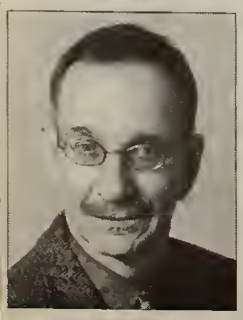
"The influence of Gordon Unger has been felt throughout Canada," said Catano. "He deserves the recognition of receiving the Donald C. Savage Award for his excellent contributions to collective bargaining and economic benefits."

The Donald C. Savage Award was established in 1997 in honour of Donald C. Savage, executive director of CAUT from 1972 to 1997, to recognize outstanding achievements in the promotion of collective bargaining in Canadian universities.

This is the second time the award has been presented. ■

Executive Committee 2000–2001

President
Président



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Création d'une catégorie de membres

LES délégués du Conseil national de l'ACPPU, réunis en assemblée en avril, ont voté en faveur de l'élargissement de la définition de l'admissibilité des membres au sein de l'association. Une nouvelle catégorie, les « associations fédérées », est ajoutée pour permettre d'admettre les associations comprenant tant des établissements d'enseignement conférant des grades que des établissements n'en conférant pas.

« De nouveaux établissements d'enseignement conférant des grades sont créés partout au Canada et nombre de ces établissements sont des collèges communautaires déjà membres d'associations provinciales et d'associations de personnel », a déclaré Jim Gaskell, président de la Confederation of University Faculty Association of BC.

« Il est de l'intérêt de tous les membres de l'ACPPU que le corps professoral de ces établissements jouisse de la même protection en matière de liberté universitaire et de direction collégiale que dans les universités établies », a ajouté M. Gaskell. « Les gouvernements créent un précédent en minant la liberté universitaire et la direction collégiale des universités par la menace de déplacer les ressources du secteur universitaire au secteur collégial, ce qui mine aussi la liberté universitaire et la direction collégiale des collèges. »

Bill Graham, encore président de l'ACPPU au moment de l'assemblée, a souligné l'importance pour l'ACPPU de lutter pour la liberté universitaire, de bonnes conditions de travail et la direction collégiale pour tous les professeurs, peu importe l'établissement où ils travaillent et peu importe qu'ils soient à temps plein ou à temps partiel.

Les délégués ont également voté en faveur de l'admission des étudiants diplômés au titre de membres associés et d'ouvrir cette catégorie de membres aux universitaires et aux chercheurs du secteur privé qui ne sont pas actuellement à l'emploi d'une université ou d'un collège. On a également établi une nouvelle cotisation pour les membres associés de 29,40 $ par année pour les universitaires contractuels qui ne peuvent être membres de l'ACPPU par l'intermédiaire de leur association locale. ■

Traduit de l'article « CAUT Expands Membership Base ».

L'adhésion au CTC maintenant possible

LES associations membres de l'ACPPU pourront bientôt adhérer au Congrès du travail du Canada. Les délégués à l'assemblée du Conseil de l'ACPPU, tenue en avril, ont voté à l'unanimité en faveur de la création d'une nouvelle structure nationale affiliée à l'ACPPU qui fera une demande d'adhésion au CTC.

Prenant exemple sur la structure de la Caisse de défense de l'ACPPU, le nouvel organisme s'appelle le « Syndicat national de l'Association canadienne des professeures et professeurs d'université ». À l'instar de la Caisse de défense, seuls les membres de l'ACPPU peuvent y adhérer. « Un certain nombre d'associations locales ont fait savoir qu'elles souhaitaient se joindre au CTC », a déclaré le directeur général de l'ACPPU, Jim Turk. « Le nouvel organisme leur permettra désormais de le faire. »

Bill Graham, encore président de l'ACPPU au moment de l'assemblée, a affirmé aux délégués que toute association locale pourra adhérer au CTC par l'intermédiaire du SNACPPU sans que les autres associations y soient forcées et sans que celles-ci engagent des frais ou des obligations supplémentaires. « C'est un moyen élégant de mettre en valeur la liberté des associations locales sans restreindre celle d'autres associations », a poursuivi M. Graham.

L'organisme sera dirigé par un comité national de direction élu par les membres à son congrès national qui se tiendra conjointement avec les congrès du CTC. Les cotisations seront fonction de la structure des cotisations du CTC qui sont actuellement de 0,65 $ par membre par mois, ou de 7,80 $ par année. ■

Traduit de l'article « New Provision for Membership in CLC ».

Gordon Unger récipiendaire du prix Donald-C.-Savage

UN membre du personnel d'une des plus grandes associations de l'ACPPU, aux longs états de service, a reçu le prix Donald-C.-Savage pour sa contribution remarquable à la négociation collective et aux avantages économiques dans le milieu universitaire.

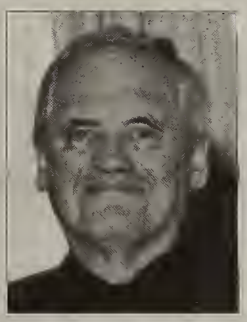
Gordon Unger, secrétaire général de l'Association of Academic Staff of the University of Alberta (AAS:UA) depuis plus de 25 ans, a reçu le prix à l'assemblée d'avril du Conseil de l'ACPPU.

M. Unger a contribué de manière « exceptionnelle à la négociation collective et aux avantages économiques », a déclaré le président sortant du CNCAÉ, Vic Catano.

« La direction d'associations, la mise en œuvre de politiques, la législation, la publication, les initiatives pédagogiques et le service dévoué figurent parmi les réalisations de M. Unger. »

Selon M. Catano, M. Unger est, à bien des égards, à l'origine de la négociation collective dans les provinces de l'Ouest.

M. Unger a négocié et administré des ententes pour les professeurs et les bibliothécaires, les agents professionnels et administratifs, et pour d'autres membres du personnel de l'Université de l'Alberta. Il a été le porte-parole principal des équipes de négociation. Il est reconnu comme un administrateur d'avantages bien informé et un concepteur de régime d'avantages sociaux. Il a été l'un des premiers à obtenir pour les universitaires des allocations de perfectionnement professionnel, la première entente sur des soins dentaires dans une université canadienne et une administration coopérative de programmes d'avantages sociaux.



Gordon Unger, AAS:UA

Ron Bercov, ex-président de l'AAS:UA et de l'ACPPU, a écrit dans la lettre d'appui : « Gordon s'est joint à l'association à un moment où les employés des universités de l'Alberta ne pouvaient manifestement pas négocier collectivement en vertu du code du travail. Grâce au rôle important que Gordon a joué, nous avons obtenu la reconnaissance volontaire pour la première fois puis le statut pour négocier légalement en vertu de la loi sur les universités. »

« L'influence de Gordon s'est fait sentir dans tout le Canada », a ajouté M. Catano. « Il mérite la reconnaissance que lui confère le prix Donald-C.-Savage. » ■

Traduit de l'article « Gordon Unger Receives CAUT Award ».

Une professeure de l'UNB au tableau d'honneur

TOUTES nos félicitations à Jenny Hornosty, professeure de sociologie à l'University of New Brunswick, dont le nom s'ajoute au tableau d'honneur de l'ACPPU pour la défense de l'équité. Au cours d'une cérémonie spéciale, organisée à l'occasion de l'assemblée d'avril du Conseil, le prix Sarah-Shorten 1999 a été décerné à Mme Hornosty en reconnaissance de ses réalisations exceptionnelles pour l'avancement des femmes.

L'apport de Mme Hornosty inclut la direction de l'association locale de professeurs dont elle a été présidente de 1989 à 1991. Elle a également été membre des équipes de négociation de 1988 et de 1991 lorsque d'importantes dispositions en matière d'équité ont été inscrites dans la convention collective. De plus, elle a siégé pendant six ans au conseil de direction de l'Institut canadien de recherches sur les femmes en tant que représentante du Nouveau-Brunswick. À l'échelle provinciale, Mme Hornosty a contribué à la création du comité du statut de la femme de la FAPPUNB. Elle a siégé au Comité du statut de la femme de l'ACPPU ainsi qu'au Comité de direction de l'ACPPU.

En lui décernant le prix, Jeanette Lynes, présidente du Comité du statut de la femme de l'ACPPU, a déclaré que les contributions et les activités de Mme Hornosty étaient trop abondantes pour les mentionner toutes. « Elle a servi la cause de l'équité pendant plus de vingt ans, ce qui constitue un impressionnant apport. Elle prouve sans l'ombre d'un doute qu'elle possède les qualités exceptionnelles exigées par les critères du prix. » ■

Traduit de l'article « High Honours for UNB Prof ».

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Group Insurance Plans for CAUT Members

Administered by: **KANATIA** Consulting & Administration Inc.

For over 27 years, Kanatia Consulting and Administration Inc. has provided CAUT members with Life and Accident Insurance plans that are presently underwritten by Great-West Life Assurance Company, the largest insurer of Group Insurance plans in Canada. Your national Association has negotiated benefit improvements which reflect the realities of today's needs at discount rates for all Members, Spouses and their children.

Recognizing the need and demand for independent and higher amounts of insurance for Spouses of Members, the maximum amount now available for Spouses is $200,000.00, and we no longer require the Member to be covered in order to obtain this coverage. The rates for Spousal coverage are now based on the Spouse's age, not the Member's age.

Dependent Children Life Insurance is available in amounts of $5,000.00, $10,000.00 or $15,000.00, at a flat premium rate per family. Either the Member or Spouse must be insured under the CAUT Life Insurance Plan in order to have their Children insured under this plan. This benefit provides the amount of insurance selected ($5,000.00 - $10,000.00 or $15,000.00) on each and every present eligible Child, and future children in the family from the date of live birth or adoption.

All Members presently insured under coverages which include Dependent Insurance on Spouses & Children of Members Insured issued prior to 1 April 1996 may be continued as presently structured. If you elect to increase or add additional coverage under our Members Life, Spousal Life and/or Dependent Children Life Insurance Plans, the new separate rates for Member, Spouse and/or Dependent Children will be applicable to all of the coverages. In most cases their cost will be lower than the former combined method of pricing these coverages.

Personal Accident Insurance is available for your Spouse and eligible Dependent Children as well as for yourself.

Our Professional Property Insurance Plan covers all of your books and equipment, including your computer, at a fraction of the costs charged for similar coverage under House or separate Policies. This coverage is underwritten by CGU INSURANCE COMPANY OF CANADA (Formerly Commercial Union), and is a WORLD WIDE "ALL RISKS" Policy of Insurance.

Complete descriptive information on all of our Plans is included herein. Application Forms may be completed and returned directly to KANATIA.

KANATIA
Consulting & Administration Inc.

PO Box 3528 Station 'C' Ottawa Canada K1Y 4G1
Tel: (613) 236-0513; Fax (613) 592-8151
Toll Free: 1-877-KANATIA

PROFESSIONAL PROPERTY INSURANCE

Protect the costly tools of our trade

The tools of the trade of most Academics represent a substantial investment, made more costly by the electronic age. If your books, computer, word processor, microscope, typewriter, or other professional equipment were suddenly lost or destroyed, you could easily suffer a financial loss of $15,000. CAUT's Professional Property Insurance (PPI) Plan could compensate you for $14,950 of such a loss.

The PPI Plan is an "all risks policy" — fire, theft, flood, accident, etc. — that covers your professional property (and that of others for which you are legally liable, but excluding property belonging to any university), anywhere in the world. Bear in mind that unless your "Homeowner Policy" is specifically endorsed — at a cost several times that of the PPI Plan — it does not cover your professional equipment at home or anywhere else.

The Annual Premium is $75.00. If you suffer a loss, you pay the first $50 and the PPI Plan pays the rest — up to $14,950 per occurrence. (That means that if more than one misfortune befalls you in the year, you're fully covered each time, on the same terms as above).

Property excluded from coverage includes manuscripts, drawings, card index systems, cars, trucks, aircraft, live animals, personal effects, etc. And certain perils are excluded, including freezing, corrosion, latent defect, nuclear reaction or radiation or radio-active contamination, etc. Specifics are contained in the Group Policy, which will be summarized in your Certificate of Insurance. Your PPI Plan becomes effective on the date your written request for Insurance and payment of the Premium are received by CAUT Insurance Trust.

CAUT's PPI Plan is underwritten by CGU Insurance Company of Canada, which has world wide facilities for handling any claims. Particulars for Claims Procedure will be listed in your Certificate of Insurance.

The PPI Plan is administered by KANATIA for D&D Insurance Brokers Limited.

IMPORTANT NOTICE

N.B. Please calculate and remit payment to Kanatia - C.A.U.T. Insurance Trust for all of the coverages you are requesting. Payment for Member and/or Spouse and/or Dependent Children Life Insurance will be refunded if declined for any reason by the underwriting company. Life insurance coverages become effective upon payment and approval of application. (Evidence or insurability). Personal Accident and/or Professional Property Insurance become effective when payment and application for these coverages is received by Kanatia.

Professional Property Insurance

PROTECT YOUR BUSINESS & PROFESSIONAL PROPERTY

The Canadian Association of University Teachers recognizes the problem that its members have in owning personal equipment used for business and professional purposes. Who protects your books, microscopes, computers, brief cases, typewriters, transits, etc. against such perils as theft, fire and flood?

We have now arranged for an ALL RISKS POLICY to cover all of your business and professional property at your home, in your office and as a matter fact anywhere in the world. (The policy also covers professional property belonging to others but for which you are legally liable.) This coverage is not usually provided under homeowners, tenants, university or employer insurance policies. It does not cover university owned property.

COVERAGE

Amount of Insurance = $15,000 per occurrence
Deductible = $50 per occurrence
Annual Cost = $75

Your coverage is effective upon receipt of the enrollment form and your cheque in the amount of $75, made payable to KANATIA-CAUT INSURANCE TRUST. All enrollment forms and correspondence should be directed to KANATIA at the address below.

ENROLLMENT APPLICATION

PLEASE COMPLETE AND SIGN. MAIL FORM TO ADDRESS LISTED BELOW.

I understand that in signing this application I am certifying that:

CHECK ONLY ONE

- ☐ I am a member in good standing of the Canadian Association of University Teachers.
- ☐ I am now applying for membership in the Canadian Association of University Teachers.

LAST NAME	GIVEN NAME(S)	
MAILING ADDRESS		
CITY	PROVINCE	POSTAL CODE
UNIVERSITY		
DEPARTMENT		
DATE OF APPOINTMENT (YEAR/MONTH/DAY)	DATE JOINED CAUT (YEAR/MONTH/DAY)	
SIGNATURE	DATE OF SIGNATURE (YEAR/MONTH/DAY)	

Coverage will not take effect until this form and cheque are received by KANATIA.
Mail to: KANATIA
CAUT INSURANCE TRUST
P O Box 3528 Stn C
Ottawa Canada K1Y 4G1

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PO Box 3528 Station 'C' Ottawa Canada K1Y 4G1
Tel: (613) 236-0513; Fax: (613) 592-8151; Toll Free: 1-877-KANATIA

KANATIA

LIFE INSURANCE Member & Spouse

Our plan provides "level" Term insurance, Renewable and Convertible to age 70. It is available in units of $10,000. If you are under the age of 61, the minimum coverage is $20,000 and the maximum is $500,000. If you are over 61, the minimum is $10,000 and the maximum is $250,000. Coverage is also available for your Spouse in multiples of $10,000 up to $200,000 maximum. Here are the costs per $10,000 unit. (If you prefer, premiums may be paid twice a year in equal installments).

COST PER UNIT ($10,000)

Member's or Spouse's Age	*Non-Smoker*		*Smoker*	
	Annual	*Semi-Annual*	*Annual*	*Semi-Annual*
To Age 31	$ 7.00	$ 3.64	$ 9.00	$ 4.68
31 - 35	10.00	5.20	12.50	6.50
36 - 40	10.50	5.46	13.00	6.76
41 - 45	22.00	11.44	28.00	14.56
46 - 50	24.00	12.48	29.00	15.08
51 - 55	50.00	26.00	61.00	31.72
56 - 60	69.00	35.88	90.00	46.80
61 - 65	105.00	54.60	148.00	76.96
66 - 70	150.00	78.00	216.00	112.32

Costs are based on your age on the date you enroll and will change on subsequent annual or semi-annual premium due dates, based on your age or your Spouse's age at the time. Note that Life Insurance amounts for the Member are reduced by 50% at the end of the payment period in which the member becomes age 61. Spousal Life Insurance does not reduce at age 61. All Members of CAUT including Associate and Retired Members and their Spouses, who are under age 70 are eligible to apply. Coverage may be continued until the end of the payment period in which you become age 70. The Insurance Company reserves the right to request a medical examination, although in many cases the short medical statement on the enrollment form will be sufficient. Benefits are paid in a lump sum upon death. The only exclusion is when a Member or Spouse dies from suicide within two years of the effective date of coverage, or increase in coverage , in which case Great-West Life is liable only for return of all premiums paid. You are always the Beneficiary of your Spousal and/or Dependent Children Life Insurance. You may name whomever you wish as Beneficiary to your own Life Insurance.

DEPENDENT CHILDREN LIFE INSURANCE

This Insurance is provided in amounts of $5,000. $10,000 or $15,000 on each of your unmarried Dependent Children, provided that you or your Spouse is covered under the CAUT Life Insurance Plan. Coverage terminates at age 21, or age 25 if a full-time student. Dependent Children can be covered without satisfactory evidence of insurability if this coverage is elected within 31 days of: (a) your initial membership in CAUT (b) birth of your first Child or (c) acquiring your first Dependent Children through marriage or adoption. Dependent Children Life Insurance can be added or increased with satisfactory evidence of insurability at other times.

The premium for Dependent Children's Life Insurance is as follows:

Amount of Insurance	*Annual Premium (Per Family)*	*Semi-Annual Premium (Per Family)*
$ 5,000	$12.00	$ 6.25
$10,000	$24.00	$12.50
$15,000	$36.00	$18.75

PERSONAL ACCIDENT INSURANCE

This plan provides for up to $150,000 coverage in the event of an accident. Please refer to the schedule below for details. You can elect this Coverage for yourself only or for yourself and your Family. Benefits are paid in a lump sum to your Beneficiary in the event of your accidental death, or to you in the event of any other loss or injury. The annual premium is $90 for Single Coverage or $153 for Family Coverage. Insurance becomes effective on the date your Application for Insurance and payment of the Premium is received by CAUT Insurance Trust.

SINGLE COVERAGE

Member (Principal Sum)	$150,000

FAMILY COVERAGE

Member (Principal Sum)	$150,000
Spouse (Principal Sum)	$ 60,000
If No Dependent Children	$ 75,000
Dependent Children (Principal Sum)	$ 7,500
If No Spouse	$ 15,000

SCHEDULE OF BENEFITS

For loss of:	*% of Principal Sum*
Life	100%
Both hands, both feet or sight of both eyes	100%
One hand and one foot	100%
One hand and sight of one eye	100%
One foot and sight of one eye	100%
Speech and hearing in both ears	100%
One arm or one leg	75%
One hand, one foot or sight of on eye or speech or hearing in both ears	50%
Thumb and index finger or at least four fingers of same hand	25%
All toes of one foot	12.5%
For loss of use of:	
Both legs or both arms or both hands	100%
One leg or one arm	75%
One hand	50%

Life Insurance and/or Personal Accident Insurance

APPLICATION INSTRUCTIONS

1. Print in ink and in CAPITAL LETTERS. Enter at least one given name.
2. Please make sure you have answered ALL questions fully, then date and sign both pages.
3. Retain a copy, and return original signed form to:
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4. Spousal information is required only if you are applying for spousal coverage.

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CURRENT AMOUNT OF CAUT LIFE INSURANCE
TOTAL AMOUNT BEING REQUESTED (Including Above)

SMOKED CIGARETTES IN THE PAST 12 MONTHS? ☐ YES ☐ NO

OCCUPATION

DATE SIGNED (YEAR/MONTH/DAY) | MEMBER SIGNATURE | SIGNATURE OF SPOUSE (If applying for spousal coverage.)

EVIDENCE OF INSURABILITY FOR LIFE INSURANCE

MEMBER: BIRTHDATE (YEAR/MONTH/DAY) | HEIGHT | WEIGHT
SPOUSE: BIRTHDATE (YEAR/MONTH/DAY) | HEIGHT | WEIGHT

1 If answer is yes to any of the following questions, circle condition & give details in the table below. If additional space is needed use another form or sheet of paper. (Both must be signed & dated.) **HAVE YOU (OR YOUR SPOUSE IF TO BE COVERED):**

	MEMBER	SPOUSE
A. During the last 2 years, received medical or surgical attention because of illness or injury?	☐ YES ☐ NO	☐ YES ☐ NO
B. During the last 5 years had x-rays, electrocardiograms, blood or other special tests, for other than regular medical check-ups?	☐ YES ☐ NO	☐ YES ☐ NO
C. Had or been told you have heart trouble, high blood pressure, stroke, any blood disorder, colitis or other intestinal disorder, liver disorder, ulcers, diabetes, any thyroid disorder, any mental or nervous disorder, asthma, tuberculosis, or any lung disorder, cancer, tumors, any kidney or urinary tract disorder, acquired immune deficiency syndrome (AIDS), tested positive for HIV?	☐ YES ☐ NO	☐ YES ☐ NO
D. Taken drugs, other than for medical purposes, been advised to drink less alcohol or received treatment for drug addiction or alcoholism?	☐ YES ☐ NO	☐ YES ☐ NO

MEMBER OR SPOUSE	TEST, INJURY, ILLNESS, OPERATION OR COMPLICATION	DATE OF ONSET	DATE OF RECOVERY	DETAILS (INCLUDE DOCTORS' NAMES & ADDRESSES)

2 If answer is yes to any of the following questions, give details in the space provided.

HAVE YOU (OR YOUR SPOUSE IF TO BE COVERED):	MEMBER	SPOUSE
A. Any knowledge of any condition now existing which might require you to enter a hospital or undergo any surgical, medical, or psychiatric treatment?	☐ YES ☐ NO	☐ YES ☐ NO
B. Ever applied for life or Health Insurance which has been declined, rated, or modified in any way?	☐ YES ☐ NO	☐ YES ☐ NO
C. Been involved in the operation of an aircraft, or do you participate in any hazardous activity/ies such as (circle activity/ies) — scuba diving, sky diving, hang gliding, auto or motorcycle racing? If other, please specify:	☐ YES ☐ NO	☐ YES ☐ NO
D. Any reason to believe you are not now in first class health and free from all symptoms of disease & impairment?	☐ YES ☐ NO	☐ YES ☐ NO
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3 I hereby apply for Optional Group term Life Insurance, Spousal Life Insurance, Dependent Life Insurance or Personal Accident Insurance under Group Insurance Policies issued to CAUT by The Great-West Life Assurance Company.

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NEWS

Court Redefines Disability

CANADA'S Supreme Court recently ruled that employers cannot discriminate on the basis of an employee's perceived disability. Such discrimination is subject to the same sanctions under human rights legislation as those who discriminate against those who are actually functionally disabled.

The distinction arose in two cases in Quebec where employers refused to hire an employee and dismissed an employee on the basis of a perception of disability where the employees were asymptomatic and exhibited no limitations to their job functions.

The Court's reasoning in the case broadens the understanding of human rights protection afforded by human rights codes and the definition of "handicap" that is contained in most provincial statutes.

Madam Justice Claire L'Heureux-Dube held that Section 10 of the Quebec Charter of Human Rights and Freedoms, which prohibits discrimination on the basis of handicap, must not be narrowly construed so as to include only a medical understanding of disability. The unanimous decision went on to say that the socio-political dimension of discrimination and the resultant stereotyping and prejudice faced by those who are even *perceived* to be disabled must also be challenged.

Victims of discrimination must still prove the employer treated them differently than others and that the different treatment was based on grounds prohibited in human rights legislation. If the different treatment had the effect of impairing the exercise of their rights and freedoms, a finding of discrimination is possible. ■

The decision in *Quebec (Commission des droits de la personne et des droits de la jeunesse) v. Montreal (City)* and *Quebec (Commission des droits de la personne et des droits de la jeunesse) v. Boisbriand (City)* can be found at www.lexum.umontreal.ca/doc/csc-scc/en/rec/html/boisbria.en.html.

La responsabilité incombe aussi aux administrateurs

UNE étude rendue publique en avril par l'Association canadienne du personnel administratif universitaire révèle que les universités canadiennes font face à une accumulation de 3,6 milliards de dollars d'entretien différé.

« Les installations des universités se sont détériorées au point que la capacité de l'infrastructure matérielle de sous-tendre la mission et les fonctions principales d'enseignement et de recherche est menacée », prévient les auteurs du rapport *Point de non-retour : Le besoin urgent de renouvellement des infrastructures des universités canadiennes.*

L'étude, qui évalue la valeur des réparations d'entretien et des travaux de remplacement différés de 51 universités, conclut également que la hausse prévue des effectifs étudiants d'ici dix ans exercera encore plus de pression sur l'infrastructure matérielle et peut nuire à l'enseignement et à la recherche.

Selon Bill Graham, président sortant de l'ACPPU, le rapport confirme ce que la plupart des universitaires savent déjà sur l'état lamentable des infrastructures des universités canadiennes. Il souligne par ailleurs que les administrateurs ont réagi aux restrictions budgétaires non seulement en réduisant le budget d'équipement mais aussi en sabrant les ressources humaines et les services aux étudiants, des secteurs qui méritent également une attention immédiate.

« Il ne fait pas de doute que les gouvernements doivent investir de toute urgence dans les réparations des salles de cours, des laboratoires, des résidences et d'autres édifices », ajoute M. Graham.

Un rapport détaillé sur les finances des universités, que l'ACPPU a publié au début de l'année, révèle que les dépenses pour l'enseignement et la recherche non subventionnée ont augmenté plus lentement que tout autre secteur d'activité, après les dépenses en immobilisations. M. Graham incombe toutefois une partie de la responsabilité aux administrateurs.

« Il faudra davantage d'aide financière des gouvernements pour rétablir la santé des universités canadiennes et un engagement de la part des administrateurs universitaires à impartir des fonds aux ressources humaines, aux services aux étudiants et à l'entretien différé, des secteurs qui sont les principales victimes du sous-financement des universités », conclut M. Graham. ■

Résumé de l'article « The Crumbling of Higher Education ».

Apology to Dr. Jacquelyn Scott

Defamation Proceedings of Dr. Jacquelyn Scott vs. UCCB FAUT, Michael Monson and Roderick Nicholls

The University College of Cape Breton Faculty Association of University Teachers (FAUT), and we, the undersigned, apologize completely and unreservedly, to UCCB President, Jacquelyn Scott, for statements and cartoons which defamed her personal and professional integrity, and falsely alleged that she has acted improperly, or abused the power of her office, in the performance of her duties as president of UCCB. We sincerely regret any embarrassment or harm caused to President Scott by these actions.

Michael Monson

Roderick Nicholls

UCCB FAUT

Uncovering the Flaws of the Research Chairs Program

By BILL GRAHAM

THE federal government has created a Canada Research Chairs Program and has set aside $900 million to establish 2,000 research chairs over the next five years.

In itself, providing funding for faculty positions is good news. How can we not be in favour of it? The number of faculty positions across Canada has dwindled by 10 per cent in the last decade. We are in serious competition with our neighbors to the south for the large number of new faculty which will be needed over the next decade as the number of students increases.

The federal intentions are to put Canada on the global research map: "to become a world-leading knowledge-based economy, capable of creating next-generation ideas and putting them to work to guarantee jobs, growth, wealth and improved quality of life." The government wants to "offset brain drain pressures for global research stars."

But what this infusion of "stars" into our universities will mean for the future of higher education has not been taken into account.

As originally conceived, the research chairs program was to relieve the "stars" from teaching duties, yoking them to their laboratories to produce all sorts of marketable ideas. The bureaucrats were ignorant of the fact that teaching and research go hand in hand, and that universities in Canada expect their faculty to be actively engaged in both research and teaching.

The plan is to create 1,000 seven-year renewable Tier 1 chairs to attract current research stars, initially to allow universities to retain their own stars, and later to attract global stars. For each of these stars, universities will receive $200,000 per year.

There will also be 1,000 five-year Tier 2 chairs, renewable once, to attract rising and future research stars. For each of these, universities will receive $100,000 per year.

At this rate, the funding presently set aside will last for only three years. Who will take up the slack in funding is uncertain.

And what of infrastructure support for these chairs? This extremely important aspect of research funding was also forgotten by the federal bureaucrats in their original conception of the program, so a way had to be found to supply some of the needed infrastructure.

Enter the Canada Foundation for Innovation (CFI). Universities will now "have the opportunity to include a request for infrastructure support from the CFI" in the sum of $125,000 per chair.

The catch is that the CFI criteria and matching requirements will apply. The CFI criteria require that for every 40 cents on the dollar which is supplied by the federal government, 60 cents must be found either from private sector corporate partners or from the university's own budget. If this is applied to the research chairs program, the federal government will have to supply only $50,000 per chair in infrastructure support.

Another flaw in the program has to do with the allocation of the "star" chairs across Canada's universities.

Everyone could agree with the proposition that we need to build and develop research capacity in our universities, but this new program does nothing to broaden the base of research capacity. It is conservative and stuck in the past.

The allocation will be based on research grants received in the past from the three federal granting councils (MRC, NSERC and SSHRC), on a three-year rolling average.

For the 2000-01 allocation the years in question are 1995/96, 1996/97 and 1997/98 as reported by the Canadian Association of University Business Officers (CAUBO).

Only 6 per cent of the chairs, i.e., 120, will be allocated to the smaller universities: those receiving less than 1 per cent in total granting council funding.

Ninety-four per cent, or 1,880 chairs, will be allocated to those with more than 1 per cent in total council funding.

Of the chairs to be awarded each year, 35 per cent will be allocated to the health sciences (MRC), 45 per cent to the natural sciences and engineering (NSERC), and only 20 per cent to social sciences and the humanities (SSHRC).

Instead of building research capacity broadly across Canada, the program rewards those universities which, in the past, have already demonstrated that capacity.

In the first year alone, about 58 per cent of the chairs will go to eight universities (Toronto, UBC, McGill, Alberta, Montreal, McMaster, Laval and Calgary).

The CAUBO data regarding research council support in the past should be taken into account in allocating chairs, but other factors should be counted as well, such as the number of doctoral students being supported by universities, and the future plans that universities would make for developing their research programs if federal funding were to become available.

Furthermore, we can expect, once the program is underway, that federal funding for MRC, NSERC and SSHRC will continue to decline in the future. The new "star" system will draw funding away from the average faculty member.

And there is nothing to guarantee that a given university can keep its chairs once the federal money has run out. It will have already committed a substantial portion of its future operating budget to maintaining its chairs and may have to rob other programs in order to preserve them.

One has only to remember the corporate donor agreements made at the University of Toronto in which the university promised to make the preservation of the matching-fund chairs an absolute priority in its future budget allocations.

In this way the Canada Research Chairs Program could have a dramatic steering effect inside the very universities which are most successful in gaining chairs.

The entire teaching/research programs of the university would be profoundly affected. And the smaller and less successful institutions could find their status relegated de facto to teaching only.

"Stars" who were isolated in such places would also be prime targets for poaching by the larger institutions with more star appeal.

In creating its Canada Research Chairs Program, the federal government may be setting up its own made-in-Canada "Star Wars" program. ■

Bill Graham is past president of CAUT.

Program information is available from the CAUT research department and at www.sshrc.ca/english/programinfo/chairs_program.html.

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NEWS

Protests Follow Release of Nova Scotia Budget

STUDENTS, parents, civil servants, and nurses reacted angrily to the Conservative government of Nova Scotia's first budget since its election last summer.

More than 600 teachers across the province received lay off notices in the wake of the budget. In total, 1,600 public sector jobs are being eliminated, mainly in health care and education.

"Services provided by thousands of workers in the public service are going, and so are their jobs," the Nova Scotia Government Employees Union warned in newspaper advertisements.

Thousands of high school students, civil servants and nurses from across the province staged a huge rally at the provincial legislature to protest against the cuts.

"This health care budget will mean Nova Scotians will see longer waits for surgeries, for available long-term care – for any kind of health care," warned Heather Henderson, head of the Nova Scotia Nurses Union.

The budget included an increase of less than 2 per cent in university operating grants, an amount that critics say is a real cut after inflation. ■

The Crumbling of Higher Education

CANADIAN universities are facing at least $3.6 billion in accumulated deferred maintenance, says a study released in mid-April by the Canadian Association of University Business Officers.

"University facilities have deteriorated to the point where the capability of the physical infrastructure to support the academic mission and the core functions of learning and research is threatened," warn the authors of *A Point of No Return: The Urgent Need for Infrastructure Renewal at Canadian Universities*.

The survey, which assessed the value of the backlog of facility maintenance and renewal of 51 institutions, also concludes "the anticipated growth in enrolment over the next decade will place further demand on existing physical plants … and can have a negative impact on teaching and research."

CAUT past president Bill Graham says the report confirms what most academic staff know first hand about the sorry state of the physical infrastructure of Canada's universities. But he also noted that administrators have responded to fiscal restraint not only by reducing capital budgets, but also by cutting human resources and services to students – areas that also deserve immediate attention.

"There is unquestionably an urgent need for governments to invest in repairs for classrooms, laboratories, residences and other buildings," said Graham. "But the problems facing our universities don't end there. In the face of government cuts, universities have deferred maintenance on their physical infrastructure and also depreciated the value of their human resources and services to students."

In a detailed report on university finances released by CAUT earlier this year, it was shown that next to capital expenditures, spending on instruction and non-sponsored research rose slower than any other area of university activities. This erosion of the core functions of universities is explained primarily by the decline in the number of full-time faculty, falling by more than 12 per cent between 1991 and 1998.

The CAUBO survey puts the blame for the current crisis solely on government and calls on Ottawa and the provinces to provide an estimated $1 billion to meet the most urgent infrastructure needs.

But Graham says administrators must share some of the blame. "Although university administrators might have us believe otherwise, declining government funding in the last few years does not alone explain why the capital infrastructure and core functions of the university have been eroded so seriously.

"Primary responsibility lies with governments, but the trends we're seeing now began long before the acute cuts of recent times. Restoring the health of Canada's universities requires more government funding and a commitment by university administrations to spend that money on human resources, services to students and deferred maintenance – areas that have taken the brunt of under funding in university budgets." ■

CAREERS CARRIÈRES

ACTUARIAL STUDIES

UNIVERSITY OF MANITOBA — The Faculty of Management at The University of Manitoba is seeking applications for a tenure track faculty position in Actuarial Studies, beginning July 1, 2000. The Warren Centre for Actuarial Studies and Research is part of the Faculty of Management. The University of Manitoba has offered actuarial degrees since 1920, making it one of the oldest centres of actuarial education in North America. Over 700 graduates have become either Associates of Fellows of the Society of Actuaries. The Warren Centre offers undergraduate programs leading to either a B.Comm.(Hons) or B.Sc.(Hons) degree, with preparation for SOA courses, 1 through 4 inclusive. The Faculty of Management holds AACSB accreditation. Candidates are expected to have a demonstrated interest in and experience with actuarial education and research, with Associateship or Fellowship in either the Society of Actuaries or the Casualty Actuarial Society a definite asset. A PhD or substantial progress towards a PhD in an acutarially related field is desirable. The individual selected will be expected to deliver courses over a range of actuarial topics and to pursue research in actuarial science. The position is at the Assistant Professor level, and would carry a salary commensurate with experience and qualifications. The University of Manitoba is a major research university with 22,000 students in its faculties and schools. It is located in Winnipeg, a city of approximately 700,000 known for its rich cultural life. Winnipeg also is located close to beautiful lake country with a wide variety of recreational opportunities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval. The deadline for applications is May 31, 2000 but further applications will be accepted until the position is filled. Please send applications or nominations to: Dr. Terence P. Hogan, Associate Dean and Chair, Warren Centre Search Committee, Faculty of Management, University of Manitoba, Winnipeg, Manitoba R3T 5V4

AGRICULTURAL ECONOMICS & BUSINESS

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ANATOMY & CELL BIOLOGY

UNIVERSITY OF WESTERN ONTARIO — The Department of Anatomy & Cell Biology is considering prospective applicants for salary support awards (Scholarships) from national granting agencies such as the Medical Research Council of Canada (Canadian Institutes of Health Research) and the Canadian Heart and Stroke Foundation. Individuals who are successful in receiving such an award will be appointed at the rank of Assistant Professor and will receive a salary and benefits commensurate with that rank. All Scholars will be considered for a tenure track position upon completion of their award. The Department of Anatomy & Cell Biology has a nationally recognized research program in Cell and Molecular Biology which includes several leading laboratories and a successful and well established graduate program. The research interests within the Department include molecular approaches to intercellular communication, tumour cell growth and metastasis, cell signalling and chondrocyte differentiation, protein trafficking and import, peroxisome biogenesis, stroke and neurodegenerative mechanisms, neurotrophins and their receptors, transendothelial migration, placental development, atherogenesis, muscle differentiation, and gene expression in neurological disorders. The Department has recently been renovated and extensively equipped with the latest facilities for research in Cell and Molecular Biology. Centralized facilities also include a single cell microinjection and micromanipulation laboratory, a fluorescence confocal microscope equipped with three lasers and an extensive digital darkroom. Further information is available at http://www.uwo.ca/anatomy/index.html. Interested applicants should send their curriculum vitae, a statement of their research plans and the name of three referees to: Dr. B.A. Flumerfelt, Chair, Department of Anatomy & Cell Biology, Faculty of Medicine & Dentistry, University of Western Ontario, London, Ontario, Canada, N6A 5C1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities

ARCHITECTURE

UNIVERSITY OF MANITOBA — The Department of Architecture invites applications for a full time tenure track appointment at the rank of Assistant Professor beginning July 1st 2000. Candidates for this position must possess a first professional degree in architecture as well as an advanced degree in a related field or equivalent. Additionally, experience in the development and administration of Latin American foreign study programs is essential. Successful candidates for the position will assume responsibility for courses in one of the following areas: 1) Design Studio 2) Architectural Theory. Candidates must be qualified to teach studios and courses at both the graduate and undergraduate levels. Additional responsibilities include advising graduate students on final projects and theses and participation in the Faculty's foreign study programs. The Faculty fully integrates the use of computers into the teaching of design, and it is essential for applicants to be familiar with current applications. Candidates should provide evidence of professional, research and teaching accomplishments. Salary range per annum is $48,000.00 to $55,000.00 (cdn) commensurate with experience and qualifications. The Faculty of Architecture currently offers undergraduate programs in Environmental Design and Interior Design as well as graduate programs in Architecture, Landscape Architecture, City Planning and Interior Design. The professional program in Architecture is fully accredited by the Canadian Architectural Certification Board. The Faculty houses the Centre for Architectural Structures and Technology, the Universal Design Institute, the Partners Program and the Architecture 2 Gallery. In addition, it offers a Distinguished Speaker Series. The professional program in architecture provides opportunities for foreign study. Recent design studios have been offered in Europe, the Far East and Central and South America. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates are encouraged to obtain further detailed information on the Faculty of Architecture by contacting the Search Committee chair. Interested applicants should send a full curriculum vitae, portfolio of professional, teaching and research accomplishments and names and contact numbers of three references by June 30, 2000. Professor R.I. Macdonald, Chair, Faculty of Architecture Search Committee, Department of Architecture, Room 201F, John A. Russell Building, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba R3T 2N2; Tel. (204) 474-6424, Fax (204) 474-7532; e-mail macdonal@cc.umanitoba.ca

BIOCHEMISTRY/CANCER RESEARCH

MCGILL UNIVERSITY — Bioinformatics and Computational Biology Assistant Professor, Department of Biochemistry and Cancer Center. We invite applicants for a faculty position at the level of Assistant Professor in the McGill University Cancer Center and the Department of Biochemistry. Qualifications include a strong potential for imaginative research involving the area of bioinformatics, computational functional genomics or biological subcellular multi-element network modeling applied to cellular behavior and the biology of cancer. This position offers scholarly and scientific resources for independent research and collaborations, including "wet-lab" space for experimentation, as well as the opportunity to teach graduate and undergraduate students with a strong interest in modern bioinformatics research. Applicants should submit a curriculum vitae, bibliography, a brief (limit of 500 words) description of research interests and arrange to have three letters of recommendation sent. These should be directed to: Professor Clifford Stanners, McGill University Cancer Center, Rm 701, 3655 Promenade Sir-William-Osler, Montreal, Quebec, Canada H3G 1Y6. Note: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

BIOLOGICAL FUNCTIONAL IMAGING

UNIVERSITY OF BRITISH COLUMBIA — Director for Medical and Biological Functional Imaging Centre, Faculties of Science and of Medicine. The Canadian Foundation for Innovation has funded a proposal from the University of British Columbia Faculties of Science and of Medicine to create a Medical and Biological Functional Imaging Centre at the University of British Columbia. A primary thrust of the Centre is the establishment of cutting-edge, high-field MRI/MRS techniques for research on the human and mammalian central nervous system (CNS) as well as other tissues and organs. Funds are available for the purchase of a new 3T (or 4T) human MRI scanner plus a higher field (9-4T) smaller bore MRI scanner, for large and small subjects respectively. The University, wishing to appoint a Director at the full professorship level, is seeking an individual with an established international track record in MR research. The Selection Committee will be seeking individuals working with either strong physics or strong biomedical backgrounds. A proven track record in CNS-related high-field MRI and MRS research would be a major asset to any prospective applicant. The successful candidate will be expected (i) to be responsible for the operations of the centre, (ii) to vigorously pursue externally-funded research programs of her/his own that includes the training of graduate students, post-doctoral fellows, and/or other professionals, and (iii) to contribute to teaching on a parent department (in the Faculties of Science and/or of Medicine). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit, by May 31, 2000, their curriculum vitae and a statement of current research interests and future plans to: Prof. Alex MacKay, Department of Physics and Astronomy, University of British Columbia, Vancouver, V6T 1Z1, Canada; Phone: (604) 822-7890; FAX: (604) 822-5324, email: mackay@physics.ubc.ca

BIOLOGY

UNIVERSITY COLLEGE OF CAPE BRETON — Assistant Professor, Biology. Please quote reference number BI000045 on all correspondence. The Department of Behavioral and Life Sciences in the School of Science and Technology at University College of Cape Breton invites applications for two tenure-track biology positions at the rank of Assistant Professor to commence July 1, 2000. These positions are subject to budgetary approval. The University College of Cape Breton (UCCB) was established more than two decades ago as Canada's first university college — integrating liberal arts and science, engineering and business technology and trades learning traditions into its degree, diploma and certificate programs. The newly expanded campus is situated on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq and Acadian heritage. Small class size, strong community involvement, innovative curriculum and work/volunteer placements enhance UCCB's position as an international leader in post-secondary education. Candidates must possess a PhD and have expertise in some combination of the following: Field botany, plant ecology, plant taxonomy and systematics, ethnobotany, population genetics and biostatistics. Experience in teaching introductory biology would be considered an asset. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three references to Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Street

Memorial
University of Newfoundland

TENURE-TRACK POSITIONS
Faculty of Medicine

Applications are invited for a tenure track faculty position in cardiovascular physiology in the Division of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada. The Division consists of approximately 35 faculty members with research strengths in cancer research, cardiovascular/renal science, immunology, and neuroscience. Applicants must hold an M.D. or PhD degree and post-doctoral training. The successful candidate is expected to develop an externally funded research program. The candidate will participate in medical undergraduate and graduate teaching including physiology and pharmacology topics involving the cardiovascular, renal and respiratory systems. Additional information regarding the Faculty of Medicine and Memorial University of Newfoundland may be found at http://norta.library.mun.ca/med/ and http://www.mun.ca/.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive, and stimulating environment for learning in St. John's, a very safe friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

To apply, send a curriculum vitae, description of research interests, and the names of three references to **the Associate Dean, Division of Basic Medical Sciences, Faculty of Medicine, Health Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3V6.** Application review will begin **June 26, 2000.** In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

University of Alberta
Edmonton

Health Economist
Health Policy & Management

The Department of Public Health Sciences, Faculty of Medicine and Dentistry, University of Alberta, is offering a full-time, soft-tenure position in Health Economics. The position may be at the Assistant, Associate or Full Professor level, rank and salary to be commensurate with experience. A comprehensive benefits package is included.

The University of Alberta has initiated a program to build expertise and excellence in Health Economics and Health Services Research. The program will be developed in cooperation with programs in epidemiology and health policy & management, as well as with the cooperation of the Department of Economics, Faculty of Pharmacy and Pharmaceutical Sciences, and the Institute of Health Economics.

Applicants must have a PhD in Health Economics or equivalent, a strong commitment to multi-disciplinary work, a well-developed program of research in health economics that is competitive for research funding, and an eagerness to engage in teaching and the supervision of Masters and PhD students. The Department of Public Health Sciences offers MPH (course-based) and MPH (thesis-based) degree programs, an MSc (Occupational Health), and both an MSc and PhD Medical Sciences (Public Health Sciences) in the areas of Environmental Health Sciences, Epidemiology, and Population Health. The Department offers a postgraduate medical education program in Occupational Medicine accredited by the Royal College of Physicians and Surgeons of Canada, and has a developing program in Health Informatics.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Deadline for applications is May 31, 2000. Curriculum vitae citing three references are to be sent to:

Dr. TW Noseworthy
Chair, Department of Public Health Sciences
University of Alberta
13-103 Clinical Sciences Building
Edmonton, AB T6G 2G3

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
...it makes *sense.*

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address. 1250 Grand Lake Road, Sydney, N.S. B1M 1A2. Fax number (902) 563-1458. Applications must be received no later than 4:00 p.m. May 31, 2000. Please visit our web site to learn more about UCCB! http://www.uccb.ns.ca UCCB is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BOTANY

UNIVERSITY OF TORONTO — Plant Functional Genomics. In conjunction with the recent awarding of a National Science and Engineering Council (NSERC)/ Industrial Research Chair, the Department of Botany is seeking to form a core group in plant functional genomics at University of Toronto. As the largest plant biology department in Canada we offer excellent opportunities for a number of highly motivated individuals to develop and interact with six laboratories using Arabidopsis as a research tool. We offer superb working conditions and the opportunity to interact with campus wide genomics and bioinformatics initiatives at the University. One position is a 5-year, contractually limited, research scientist position. This individual, in consultation with the NSERC Chair holder, will establish an independent research program and will be responsible for coordinating with the existing Arabidopsis research group in the department. The successful candidate will have a strong research background in plant molecular genetics with a strong interest in computing science skills. The position includes laboratory space, startup funds, and the candidate can apply for external funding. The initial appointment will be for three years with the offer of an additional two years based on performance. Salary will be commensurate with experience. Requirements: PhD and postdoctoral experience. In accordance with Canadian immigration requirements, this position is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Two Postdoctoral fellowship positions to work directly with the NSERC Chair holder are also available. These positions will involve the development of genetic screens and microarray technology to identify genes involved in hormone signal transduction in Arabidopsis. Candidates must have a PhD in molecular biology and experience with Arabidopsis would be a benefit. The initial appointment will be for two years with the offer of an additional year based on performance. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications together with a CV detailing previous employment and the names and addresses of three referees should be sent to Dr. Peter McCourt, Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, Ontario, Canada M5S 3B2 or emccourt@botany.utoronto.ca. In your application letter, please indicate which position you are applying for or if you wish to be considered for all posts. Positions will be open until they are filled.

BUSINESS

MCMASTER UNIVERSITY — Faculty of Business. The Michael G. DeGroote School of Business, McMaster University, invites applications for a tenure-track position at the Assistant level, commencing July 1, 2000, in the area of Information Systems with research and teaching interests in Electronic Commerce. Preference will be given to those candidates with research and teaching interests in the technical and business issues associated with E-Commerce. PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in research and teaching. Breadth in teaching capabilities is a distinct advantage. Salary will be commensurate with research scholarship, teaching and applied experience. Submit applications, CV and names with contact information on three referees to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, Ontario L8S 4M4, E-mail: babav@mcmaster.ca. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — Michael G. DeGroote School of Business, Assistant Professor of Marketing. The Michael G. DeGroote School of Business at McMaster University invites applications for one tenure-track appointment at the rank of Assistant Professor of Marketing, commencing July 1, 2000. Candidates from any of the traditional areas of marketing are encouraged to apply. Consumer research and/or teaching interest in any of the following areas will be an asset. Health Services Management, Management of Innovation and New Technology, Financial Services Management or Electronic Commerce. Candidates must possess a doctorate degree or be close to completion at the commencement of the appointment. Applications should contain a curriculum vita and the names and contact information of three referees. Send application and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4M4 Canada. Email: babav@mcmaster.ca, Fax: (905) 525-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

UNBSJ, Faculty of Business at Saint John invites applications for positions in Marketing (term) and Electronic Commerce (tenure track). Electronic Commerce is a major focus of New Brunswick, the Saint John community, and the Faculty of Business. In addition to teaching, this position entails research and collaboration with the business community through the Electronic Commerce Centre, an organization established in partnership with businesses who are leaders in various aspects of Electronic Commerce. These positions require teaching in the graduate and undergraduate programs. Opportunities for international teaching assignments will exist. Applicants should have an earned doctorate or equivalent. Candidates with lesser qualifications will be considered for term appointment. Rank and salary will be commensurate with qualifications and experience. Applications will be accepted until the positions are filled. Please send CV and the names and address of three referees to: Peter Jollymore, Acting Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is Committed to the Principle of Employment Equity.

UNIVERSITY OF ALBERTA — The Department of Strategic Management and Organization, Faculty of Business, University of Alberta, invites applications for a full-time tenure-track position. Applications at the rank of Assistant Professor and at a senior level will be considered for this position. Applicants should be in a field of study related to strategic management and/or organization and management theory. The position is subject to budgetary approval. At the assistant level, a PhD is required or the candidate should be at the completion stage of his/her degree. At the senior level, the applicant must have a well established research record in respected academic journals. The Business Faculty is able to offer competitive salaries through market supplements. Appointments are normally effective July 1, 2001 although January 1, 2002 would be considered. Applications will be accepted until the position is filled. Send resume to: Dr. Ray Rasmussen, Chair, Department of Strategic Management and Organization, University of Alberta, Edmonton, Alberta, Canada T6G 2R6 or by fax to (403) 492-7971 or by email with an attachment: smorg@ualberta.ca. The Department Homepage is located at: www.bus.ualberta.ca/smorg/. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

BUSINESS & ECONOMICS

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure track positions in the Management and Organizational Behaviour Area and the Policy Area, commencing July 1, 2000. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. The specific areas of expertise sought are a combination of Entrepreneurship with OB/HRM. For the Policy Area, the specific area of expertise sought is Strategic Management, and preference will be given to candidates with an interest in Management of Technology Enterprises. Qualifications for both positions include PhD or ABD with evidence of strong research and teaching potential. The School has sixty-five full-time faculty in Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people. All appointments are subject to budget approval. Please direct applications before May 31, 2000 to: Dr. Ruth Harris, Associate Dean of Business: Faculty Development & Research, School of Business and Economics, Wilfrid Laurier University, Waterloo, ON N2L 3C5, e-mail: rharris@wlu.ca.

CHEMISTRY

UNIVERSITY OF WATERLOO — Organic Chemistry The Department of Chemistry of the University of Waterloo is seeking to fill a vacancy in Organic Chemistry. Individuals with expertise in any area of modern organic chemistry, ranging from synthetic to physical organic chemistry and including macromolecular science, will be considered. Applicants will be expected to have demonstrated superior abilities in their prior research work and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a PhD in any aspect of Organic Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor, however applications for appointments at a more senior rank may also be considered. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (written in the format of an NSERC operating grant proposal) and arrange for three letters of recommendation from professional referees to arrive before July 1, 2000. Additional information concerning the department is available at: http://www.science.uwaterloo.ca/chemistry. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Any appointment is subject to the availability of funds.

MCGILL UNIVERSITY — NSERC Women's Initiative Programme (UFA) for an Assistant Professorship, Department of Chemistry. McGill University invites applications to the Department of Chemistry from potential nominees for a 2001 NSERC University Faculty Award (UFA). Applicants for all areas of Chemistry will be considered. Completed applications must reach NSERC by November 1, 2000 and therefore are required at McGill as soon as possible and no later than August 15, 2000. Successful applicants to the competition will be appointed at the Assistant Professor level (tenure track) in the department. Candidates must, by the appointment date, possess a PhD in Chemistry. Relevant postdoctoral experience is an asset. The UFA program is limited to women who have not previously held a tenure-track appointment at a Canadian University. In accordance with the terms of NSERC's UFA program, this advertisement is directed only to women who are, or will be by November 1, 2000, Canadian citizens or permanent residents of Canada. Further information on the NSERC University Faculty Award program is available from NSERC at www.nserc.ca/programs/ufa_e.htm. Information on the Department and McGill University can be found at www.mcgill.ca/chemistry. Completed applications will consist of a full curriculum vitae, statements of teaching specialization and research interests — including two clear proposals on intended research, three confidential letters of recommendation sent under separate cover by the candidate's references addressing the applicant's teaching and research ability and promise, completed NSERC Personal Data Form (Form 100) and Application for a Grant Form (Form 101). Candidates should send their application and arrange for the three letters of reference to be sent directly to: Professor O.N. Happ, Chair, Department of Chemistry, McGill University, 801 Sherbrooke St.W., Montreal, Que., Canada, H3A 2K6.

UNIVERSITY COLLEGE OF CAPE BRETON — Assistant Professor, Chemistry. Please quote reference number CHM00043 on all correspondence. The Department of Physical and Applied Sciences in the School of Science and Technology at University College of Cape Breton invites applications for an Organic/Biochemistry Chemistry position at the rank of Assistant Professor to commence July 1, 2000. This position will be a full-time limited term appointment until June 30, 2001 and will be subject to possible renewal. The University College of Cape Breton (UCCB) was established more than two decades ago as Canada's first university college — integrating liberal arts and science, engineering and business technology and trades learning traditions into its degree, diploma and certificate programs. The newly expanded campus is situated on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq and Acadian heritage. Small class size, strong community involvement, innovative curriculum and work/volunteer placements enhance UCCB's position as an international leader in post-secondary education. Under the direction of the Department Chair and School Dean, the successful candidate will have nine contact hours per term teaching undergraduate courses in general organic and/or biochemistry in the BSc, BTech, nursing and technology programs. The development of an active research program in an undergraduate setting is expected. Candidates must possess, by the date of appointment, a PhD in Chemistry with specialization in organic or biochemistry. Post-doctoral experience will be considered an asset. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three references to Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Street address: 1250 Grand Lake Road, Sydney, N.S. B1M 1A2. Fax number (902) 563-1458. Applications must be received no later than 4:00 p.m. May 31, 2000. Please visit our web site to learn more about UCCB! http://www.uccb.ns.ca UCCB is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY COLLEGE OF CAPE BRETON — Instructor, Chemical Technology. Please quote reference number: TCH00044 on all correspondence. The Department of Physical and Applied Sciences in the School of Science and Technology at University College of Cape Breton invites applications for a full-time Chemical Technology Instructor position to commence July 1, 2000. This position is subject to budgetary approval. The University College of Cape Breton (UCCB) was established more than two decades ago as Canada's first university college — integrating liberal arts and science, engineering and business technology and trades learning traditions into its degree, diploma and certificate programs. The newly expanded campus is situated on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq and Acadian heritage. Small class size, strong community involvement, innovative curriculum and work/volunteer placements enhance UCCB's position as an international leader in post-secondary education. Under the direction of the Department Chair and School Dean, the successful candidate will teach undergraduate and technology courses in inorganic, physical and/or geochemistry in the BTech, BSc and chemical technology programs. The development of an active research program (pure or applied) in an undergraduate setting is encouraged. Candidates must possess, by the date of appointment, an MSc (a PhD is preferred) in Chemistry with specialization in Physical Inorganic Chemistry or Inorganic Geochemistry. Industrial or post-doctoral experience is a requirement. The union affiliation of this position is with the Nova Scotia Government Employees Union (NSGEU) Local 18, Teachers Bargaining Unit. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three references to Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Street address: 1250 Grand Lake Road, Sydney, N.S. B1M 1A2. Fax number (902) 563-1458. Applications must be received no later than 4:00 p.m. May 31, 2000. Please visit our web site to learn more about UCCB! http://www.uccb.ns.ca UCCB is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Academic Plastic Surgeon/ Medical Educator

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Calgary Regional Health Authority and the University of Calgary invite applications for a full-time academic position as an Academic Plastic Surgeon/Medical Educator, located at the Rockyview General Hospital. Duties include patient care, as well as research and teaching activities at the undergraduate and graduate levels.

Qualifications include a MD, certification from the Royal College of Physicians and Surgeons of Canada in Plastic Surgery and fellowship training in hand microsurgery or its equivalent, together with eligibility for licensure in the Province of Alberta. The successful applicant must also have completed a Masters degree in Medical Education to align his/herself to the academic component of the Office of Surgical Education in the Department of Surgery. Prior experience in curriculum design and implementation would be an asset.

Please submit a recent curriculum vitae, a statement of education and research interests and career goals, and the names and addresses of three referees **by May 31, 2000**, to:

Dr. Dale Birdsell, Regional Head
Division of Plastic Surgery, Department of Surgery
Foothills Medical Centre
1403 – 29 Street N.W., Calgary, Alberta T2N 2T9

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The Calgary Regional Health Authority and the University of Calgary are committed to Employment Equity.

www.ucalgary.ca

Saskatchewan Indian Federated College

Faculty Position
Indian Education

SIFC is a First Nations-controlled University with approximately 1300 students currently enrolled. Since our inception in 1976, SIFC has earned an international reputation as a visionary academic leader.

Indian Education Department — The SIFC Indian Education department is inviting applications for a faculty position reporting directly to the Department Head, subject to budgetary approval.

This is a one-year term position at the Assistant Professor level. The successful candidate will have a Ph.D. degree, but we will consider candidates with a M.Ed. Must have classroom experience specializing in secondary education methodology. Start date of appointment will be August 1, 2000 Relocation assistance will be provided if necessary.

Preference will be given to First Nations applicants (S.H.R.C. # E-93-13). Please indicate your First Nations status on your covering letter. Academic rank and salary will commensurate with qualifications and experience. Applicants must be qualified for an academic appointment as a University College Assistant professor. Consideration will also be given to teaching experience to First Nations students. Proficiency in a First Nations language is desirable. Deadline for applications: May 24, 2000

Sjan Missens
Human Resources Department, SIFC
Rm. 118, College West Bldg.
University of Regina
Regina, SK S4S 0A2

Ph: (306) 790-2241
Fax. (306) 584-2921

Saskatchewan Indian Federated College

Faculty Positions
Science Department

SIFC is a First Nations-controlled University with approximately 1300 students currently enrolled. Since our inception in 1976, SIFC has earned an international reputation as a visionary academic leader.

The SIFC Science Department is inviting applications for three faculty positions reporting directly to the Department Head the Science Department, subject to budgetary approval.

Computer Science
This is a probationary (permanent-track) position. The successful candidate will have a strong quantitative background in computer science. Teaching experience at the post secondary level is highly desired. The minimum academic qualification is Master of Computer Science. The expected starting date is August 1, 2000 or as soon as possible.

Mathematics & Statistics
This renewable term appointment is from August 1, 2000 – July 31, 2001. Subject to budget approval the status of this position could be changed to a permanent track on August 1, 2001. The successful candidate will have a Ph.D. from an accredited institution in Mathematics or Statistics.

Environmental Health & Science
This is a one-year term position that may be renewed by mutual agreement. The successful candidate will be expected to actively seek funds, recruit Faculty members along with directing, developing, and teaching new courses. Applicants must have a Ph.D. degree from an accredited institution in Science, Environmental Science, Environmental Health or Environmental Engineering. Previous related experience in the environmental field is strongly recommended. Normal expected date of appointment will be July 1, 2000 or as soon as possible. Relocation assistance will be provided if necessary.

Preference will be given to First Nations applicants (S.H.R.C. #E-93-130). Please indicate your First Nations Status on your covering letter. Applicants must be qualified for an academic appointment as a university college lecturer, assistant or associate professor. Academic ranks and salary will commensurate with qualifications and experience. The successful candidates will be expected to engage in administrative duties. Please forward your curriculum vitas by May 29, 2000.

Dr. Nazih Noureldin
SIFC Science Department
Rm. 118, College West Bldg.
University of Regina;
Regina, SK S4S 0A2

Ph: (306) 779-6307
Fax: (306) 585-1289

Memorial
University of Newfoundland

DEPARTMENT HEAD
Department of Computer Science

Applications and nominations are invited for the position of Head of the Department of Computer Science. The starting date is negotiable. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

The Department of Computer Science has 20 faculty and 13 technical and support staff, offers a full range of undergraduate and graduate programmes and is a critical component of an interdisciplinary computational sciences (graduate) programme. The ideal candidate for head will have a strong record of research and teaching in computer science or related area, demonstrated administrative skills, a commitment to collegial governance, interests that span all aspects of information technology and a desire to create links with industry and other academic units on campus.

Applications or nominations, which include a Curriculum Vitae and the names of at least three potential referees, should be sent to **Dr. Edgar G. Goodaire, Chair, Search Committee for Head of Computer Science, Office of the Dean of Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X7.** Applications received by **June 30, 2000**, will be assured consideration.

In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to employment equity.

Memorial University is part of a vibrant, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their résumé for possible matching with other job opportunities.

COMMERCE & ADMINISTRATION

CONCORDIA UNIVERSITY — The Faculty of Commerce and Administration, is seeking (subject to budgetary approval) qualified applicants for limited-term or visiting positions starting August 15, 2000. Positions may be available in the following areas: Accountancy, Management Information Systems, Decision Sciences (Statistics, Production/Operations Management), Finance, Management, and Marketing. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications: (a) for visiting appointments, PhD and strong research record; (b) for limited-term appointments, Master's degree with relevant experience and professional designation where appropriate. Applicants for limited-term appointment in Accountancy should hold a professional accounting designation and/or a graduate level degree (Master's or PhD). For visiting appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research; applicants for limited-term appointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. G. Kanaan (Acco); Dr. J. Elezadi (DS&MIS); Dr. L. Switzer (Fina); Dr. W. Taylor (Mana); Dr. Z. Gidengil (Mark) at Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada. Applications should be sent no later than May 15, 2000. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

COMMUNICABLE DISEASES

UNIVERSITY OF BRITISH COLUMBIA CENTRE FOR DISEASE CONTROL (UBCCDC) — STD/AIDS Control. Applications are invited for the position of Associate Director, STD/AIDS Control, UBC Centre for Disease Control. This is a part tenure track position with the Faculty of Medicine to be appointed preferably at the level of assistant professor or above. The UBC Centre for Disease Control is a rapidly moving interdisciplinary centre with a focus on the study and control of communicable diseases in human populations. The incumbent will be responsible for providing STD/AIDS and reproductive health management, teaching and research contributions as a core member of the STD/AIDS Control team at UBC CDC. As a full time faculty member at the University of British Columbia, the successful candidate is expected to participate in the teaching programs (including graduate student and resident supervision), administrative tasks (including committee work) and research in his/her appointed department. Proportion of time spent on academic activities will be mutually agreed upon by the University, the successful candidate and BCCDC. The STD/AIDS Control Program is a leader in the public health control and clinical management of STDs and HIV/AIDS in Canada and abroad. The future direction of the STD/AIDS Control Program involves reproductive health, viral STDs, associated cancers, female health issues, aboriginal health and the elimination of certain STDs. There is also an active and growing involvement in international STD/AIDS programming in Asia, especially Vietnam, and in Kenya, Africa. Applicants should possess a Doctor of Medicine (MD) with a post-graduate degree in internal medicine, Obstetrics and Gynecology, or related area; a fellow of the Royal College of Physicians and Surgeons of Canada in 1) Internal Medicine, 2) Obstetrics and Gynecology, 3) Community Medicine, or 4) Medical Microbiology; and must be registered or eligible to register with the College of Physicians and Surgeons of BC. Excellent computer skills, proficiency in clinical medicine, sound communications skills and at least two year's experience in Infectious Disease, STD's, HIV/AIDS, public health or reproductive health. Additional training in epidemiology, infectious disease, public health or virology is an asset. Salary is commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirement, priority will be given to Canadian citizens and permanent residents of Canada. Position is to start on or about July 1, 2000. Letters of application and the names of three referees should be submitted together with a current curriculum vitae by May 31, 2000 to: Dr. R.C. Bunham, Chair, Search Committee, UBCCDC, 2017-655 West 12th Avenue, Vancouver, BC V5Z 4R4, Email submissions: shannon.scott@bccdc.hnet.bc.ca

COMMUNITY HEALTH & EPIDEMIOLOGY

UNIVERSITY OF SASKATCHEWAN — Community Health and Epidemiology. The College of Medicine at the University of Saskatchewan invites applications for a tenure-track position at the Assistant Professor rank in the Department of Community Health and Epidemiology, College of Medicine. Applicants should have a PhD in Biostatistics and demonstrated experience in obtaining research funding, publishing research results, and providing biostatistical consultation and support. This position involves the teaching of two graduate level biostatistics courses, graduate student supervision, biostatistical consultation and collaboration with clinicians and investigators in population/community health. Opportunities are available for both independent and collaborative research. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants should submit an up-to-date curriculum vitae with the names and addresses of three referees, by June 15, 2000, to: Dr. Leonard Tan, Professor and Head, Department of Community Health and Epidemiology, University of Saskatchewan, Health Sciences Building, 107 Wiggins Road, Saskatoon SK S7N 5E5, Telephone: (306) 966-7930, Fax: (306) 966-7920

COMPUTER SCIENCE

ALGOMA UNIVERSITY COLLEGE — The Department of Computer Science. Algoma University College, invites applications for a tenure-track position at the Assistant Professor level. The candidate is expected to participate in teaching and research. Salary is commensurate with qualifications and experience. A PhD or related experience is required. The Computer Science department has a diverse program of teaching and research at the undergraduate level. The appointment is to start on or before July 1, 2000. Applications, including a curriculum vitae and name and email addresses of three referees, should be directed to: Dr. Jong You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON P6A 2G4; you@auc.on.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and residents. Algoma University College encourages applications from all qualified women and men, members of visible minorities, Native people, and persons with disabilities. This position is subject to budgetary approval. www.auc.on.ca

CONCORDIA UNIVERSITY — Department of Computer Science invites applications for limited-term faculty positions at the Assistant Professor rank in the general area of Computing and Information Systems. The detailed strengths of the faculty members in this general area include databases, human-computer interfaces, machine intelligence, real-time systems and networks. The positions require a PhD degree in Computer Science or a related field. We are particularly interested in candidates whose teaching expertise includes one or more of the following: computer systems, databases, computer networks, operating systems, software engineering and general programming. The Department houses approximately 700 undergraduates and 250 graduate students. Its activities are supported by 30 full-time faculty and 15 staff members. The Department has established a research centre, CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with a specialization in pattern recognition and related expert-systems research. The Department is also involved in two inter-university research centres in mathematical computing and in VLSI architectures. Several members participate in the Network of Centres of Excellence (for example, CITR and IRIS). Although the primary language of instruction is English, proficiency in French will be considered an asset. Interested applicants should arrange to send a detailed curriculum vitae, a list of publications, and at least three references to: Dr. H.F. Li, Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec, H3G 1M8. Fax: (514)848-2830, E-mail: hfli@cs.concordia.ca; website: www.cs.concordia.ca. Phone (514)848-3001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

COMPUTING & INFORMATION SCIENCE

THE UNIVERSITY OF GUELPH — The Department of Computing & Information Science at the University of Guelph is seeking applications for several tenure-track appointments primarily at the Assistant Professor level in support of its programs in Applied Software Systems Development. Hiring at a higher level may be possible with the appropriate experience and qualifications. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science. Candidates with proven research abilities, clear teaching potential and a PhD in Computing Sciences are encouraged to apply. Qualified applicants in other related areas may also be considered, especially those with substantial industrial experience. The successful applicants will be expected to conduct research in some aspects of Computing Science such as Software Engineering, Distributed Systems, Expert Systems, Operating Systems, Compiler Construction, Object-Oriented Methodologies, E-commerce, Mobile Computing, Bio-informatics, Knowledge Based Systems, Pattern Recognition, Databases, Computer Graphics, Image Processing etc. Teaching duties will include teaching core computing science courses plus at least 2 specialized courses. Graduate student teaching in support of the M.Sc. programme and a new PhD Programme is also expected in the area of specialization. Appointments will commence up to January, 2001. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. J.G. Lindes, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed, to Canadian citizens and permanent residents of Canada. All appointments are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

COMPUTING SCIENCE

SIMON FRASER UNIVERSITY — School of Computing Science, Lecturer/Senior Lecturer. Applications are invited for permanent Lecturer/Senior Lecturer positions in the School of Computing Science at Simon Fraser University. A M.Sc. in Computing Science is required, with a PhD preferred. The ideal candidate will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a variety of undergraduate courses. Duties will include a normal teaching load of six courses in three semesters. There will be the opportunity to participate in course, curriculum, and program development, with a compensating reduction in teaching load. The successful candidate will be expected to participate in general School committee work. University policies governing the position may be found at http://www.stu.ca/policies/academics12-01.htm. Simon Fraser University is situated on top of Burnaby Mountain, just east of Vancouver, and serves about 18,000 students. The School graduates over 100 majors in Computing Science each year. As well it offers an honours program, and various joint honours and majors degree programs. The School provides two undergraduate specialist programs, in multimedia computing and software engineering. The university runs on a year-round, trimester system, allowing for an extensive co-operative education system. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the position is filled, for updated information see http://www.cs.sfu.ca/. To apply, send a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. James P. Delgrande, Director, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6, email: cs-chair@cs.sfu.ca

UNIVERSITY OF ALBERTA — Do you have a commitment to the science of computing? Are you looking for an academic environment that focuses on the science of your discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have eight established research laboratories, including Algorithmics, Artificial Intelligence and Cognitive Science, Database Management, Graphics, Networks and Communications, Software Systems, Software Engineering, and Vision and Robotics. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) projects, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have a large SGI Origin 2000, and a 3D immersive display powered by an SGI Onyx2. We are currently constructing a new research laboratory building adjacent to a renovated historical building, to provide us with office and research space consolidated in the middle of our campus of about 30,000 students (see WebCam at www.cs.ualberta.ca). Our current complement of 37 regular faculty work within a department of 28 support staff, 135 graduate students (50/50 MSc/PhD) and 325 undergraduate students. Our constant performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for young, eager computing scientists to complement our strengths in all areas. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across subdisciplines. Candidates should have a PhD in Computing Science, a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, which includes over 1600 existing software development companies. Our current recruiting segment will end June 30, 2000. Find further details about us at www.cs.ualberta.ca and send your curriculum vitae and the names and addresses of three referees to: Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1 or everitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EARTH & OCEAN SCIENCES

UNIVERSITY OF BRITISH COLUMBIA — Department of Earth and Ocean Sciences. Applications are invited for one or more tenure-track positions. We seek individuals who have proven ability or exceptional potential in research, excellent communication skills for teaching, and leadership potential in order to augment and complement current activities in the department. We seek outstanding applicants who will establish vigorous and well-funded research programs and enhance the interaction between the various re-

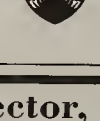
HEAD, DEPARTMENT OF CHEMISTRY
FACULTY OF SCIENCE
THE UNIVERSITY OF BRITISH COLUMBIA

The Faculty of Science at the University of British Columbia is seeking applications for the position of Head of the Department of Chemistry. The Department, which currently consists of 40 professors, 8 instructors/lecturers, 170 graduate students and 25 support staff, is committed to excellence in research and education. Outstanding research facilities include NMR, mass spectrometry, X-ray crystallography, microanalytical and biological services facilities as well as electronic, mechanical and glass-blowing shops. Further information about the department can be found at http://www.chem.ubc.ca.

We seek a dynamic individual with an excellent international research profile, a strong commitment to educational programs at both the undergraduate and graduate level, an articulate vision for the future of the Chemistry Department at UBC, and demonstrated leadership abilities, including management, organizational, and people skills. The successful candidate will be a strong advocate for the Department within the University and on the national and international scenes.

The position is available beginning July 1, 2000, but a later start date is negotiable. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents in the first instance.

The deadline for applications is June 1, 2000. Applications, including a curriculum vitae, publication list and the names and addresses (including e-mail addresses when possible) of at least three references, should be sent as soon as possible to:



Dr. Maria Klawe
Dean of Science, University of British Columbia
6270 University Blvd.
Vancouver, B.C. V6T 1Z4
Canada
Tel: (604) 822-3337
Fax: (604) 822-0677
E-mail: trecleg@interchange.ubc.ca

HEAD, DIVISION OF NEUROLOGY
DEPARTMENT OF MEDICINE
THE UNIVERSITY OF BRITISH COLUMBIA

The University of British Columbia invites applications for an academic position as Head of the Division of Neurology, Department of Medicine. The selected candidate will be dynamic, innovative, and energetic with a distinguished record in research, teaching, administration and coordination of delivery of care.

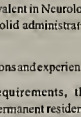
The successful candidate will have a FRCPC or equivalent in Neurology and will have a strong academic background with solid administrative experience.

Salary and rank will be commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

This is a full-time, tenure-track position beginning July 1, 2000. Please submit a letter of application, CV and names and addresses of at least 3 referees no later than **May 31, 2000** to:

Dr. G. B. J. Mancini
Eric W. Hamber Professor and Head
Department of Medicine
University of British Columbia
Vancouver Hospital Health Sciences Center
910 West 10th Ave.
Vancouver, B.C. V5Z 4E3



UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Director, Institutional Research and Planning
Queen's University

Queen's University, one of the leading universities in Canada, invites applications for the position of Director, Institutional Research and Planning.

The University has approximately 1,000 faculty and 2,000 staff with a student enrolment of 14,000 full-time and 3,000 part-time. It is located in the historic city of Kingston, Ontario, which offers an abundance of cultural and recreational activities.

Reporting to the Vice-Principal (Academic), the Director of Institutional Research and Planning will serve as a key member of the senior management team. Primary responsibilities of the Director include the leadership of an office that provides the research and planning analysis that supports the direction-setting of the university. Working closely with the Principal, Vice-Principals, Deans, and other senior administrators the Director will play a key role in the development and planning of strategic directions for the institution as a whole.

The successful candidate will have had substantial experience in research and planning, and will have demonstrated the ability to write effective policy and planning proposals. Among the key requirements for this position are tactical thinking, planning, and advanced analytical skills to generate and oversee production and interpretation of sophisticated analyses and reports to support senior administration in its planning process.

Queen's University has an employment equity program, welcomes diversity in the workplace, and encourages applications from all qualified candidates including women, Aboriginal peoples, people with disabilities and racial minorities.

Applications for the position will begin to be considered on May 15, 2000. Written applications, accompanied by a resume of qualifications and experience should be sent to Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1. Phone: (905) 570-8882. Fax: (905) 570-8693

search programs within our department. The priority fields for these appointments and non-exclusive examples of areas of expertise sought are as follows: (i) Mineral deposits geology — chemistry of ore fluids, stable isotope geochemistry, applied geochemistry, metallogenic analysis. (ii) Applied geophysics — theoretical, computational and experimental examination of Earth's near-surface properties and structure; application to environmental, exploration and engineering geophysics (iii) Organic geochemistry — origins of hydrocarbons and carbon-rich sediments, early diagenesis of organic compounds, metal-phytoplankton interactions on the molecular scale, stable isotopes and organic compounds as tracers of organic processes and/or climate change. (iv) Geological engineering (geotechnical) — remote sensing, geotechnical or geophysical methods to characterize weak rock and coarse soils. The appointment may be jointly with a second department. Outstanding candidates in other areas that fall within the long-range mining plan of the department (see www.eos.ubc.ca) may also be considered. Appointments will be at the assistant professor level except in the case of exceptionally well-qualified females who may be appointed at a higher rank. We particularly encourage women to apply as we may be able to expand our hiring program through the Natural Sciences and Engineering Research Council (NSERC) University Faculty Awards Program. Applicants must possess a PhD. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. These positions are subject to final budgetary approval. Applications including a resumé, a statement of research interests, and the names of three referees should be sent to Dr. Robert M. Ellis, Head, Department of Earth and Ocean Sciences, 6339 Stores Road, University of British Columbia, Vancouver, B.C. Canada V6T 1Z4, by June 15, 2000.

EARTH SCIENCES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Petroleum Geology Faculty Position. The Department of Earth Sciences at Memorial University of Newfoundland invites applications for a tenure track faculty position in Petroleum Geology. The successful candidate will undertake undergraduate and graduate teaching and research in the field of petroleum geology with emphasis on either one or more of hydrocarbon exploration, reservoir characterization or reservoir development. Applicants will normally hold a PhD in Petroleum Geology or a closely related field and have a demonstrated record of research and publications in the field of Petroleum Geology. A proven record of effective research or work involvement with the Petroleum industry would be a significant asset. The successful candidate will join an active department of 25 faculty members with a wide range of interests relevant to Petroleum Geology, as well as close collaborative ties with industry and geological surveys, locally, nationally and worldwide. The department has a number of faculty members with a well established basic and applied research track record in various aspects of petroleum geology that are supported by extensive laboratory and computing facilities. In addition, Memorial University is developing a new broadly-based strategic petroleum initiative, coincident with the rapid expansion in exploration and production in offshore Newfoundland. Appointment of a Petroleum Geologist is one part of the geoscience component of this initiative, which will be complemented by additional appointments in petroleum geoscience. Significant new investments in the petroleum geoscience research infrastructure in the University are also being sought from industry, especially in the areas of reservoir exploitation, and geophysical and geological data analysis, interpretation and display. Nominations, or applications accompanied by a curriculum vitae and the names of at least three referees, should be sent to John Gale, Chair of Petroleum Geology Search Committee, Department of Earth Sciences, Memorial University of Newfoundland, St. Johnés, NF, Canada. A1B 3X5. Processing of applications will commence in mid to late May, 2000, and will continue until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents of Canada. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates. Memorial University is part of a vibrant, local scientific and engineering, community which maintains an inventory of positions that qualified partners can apply for on a competitive basis. Partners of candidates for this position are invited to include their resume for possible matching with other job opportunities. Additional information about Memorial University and the Department of Earth Sciences is available at http://www.ed mun.ca, or by contacting: Jim Wright, PhD, P.Geo., Professor and Head, Earth Sciences Department; Tel : 709 737-2334

EDUCATION

UNIVERSITY OF MANITOBA — The Department of Educational Administration, Foundations and Psychology, at the Faculty of Education, University of Manitoba, invites applications for a full-time tenure track position starting July 1, 2000, or as soon thereafter as possible, at the level of Assistant Professor in one or more of the following areas: Aboriginal Education, Cross-Cultural Education, and Guidance and Counselling. Responsibilities will include: (1) teaching undergraduate courses; (2) fieldwork with teachers and others; (3) teaching in the Faculty's Post-Baccalaureate Certificate in Education and Master of Education programs; (4) carrying out an active research program. (5) supervising graduate students; and (6) participating in the Faculty's service activities. Candidates must hold an earned doctorate degree by the start date of the appointment and provide evidence of the ability and potential to initiate and sustain an ongoing, high quality research program. The capacity to teach effectively at both undergraduate and graduate levels will be an important consideration. Experience in schools will be an asset, as will be a background in one or more of the following areas: learning, social-emotional processes, diversity, and issues in cross-cultural and Aboriginal education. Salary will be commensurate with experience and qualifications. The current salary range for an Assistant Professor at the University of Manitoba is $42,524 – $55,458. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance to Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is still subject to final budgetary approval. A letter of application, complete with curriculum vitae, transcripts and the names of three referees should be forwarded to: Dr. Jon Young, Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba. R3T 2N2. Phone: (204) 474-9017; Fax: (204) 474-7551; e-mail: youngjc@ms.umanitoba.ca. The closing date for the receipt of applications is Thursday, June 1, 2000.

ENGINEERING

UNIVERSITY OF WATERLOO — Electrical and Computer Engineering The University of Waterloo invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — Engineering (Associate Director of First Year). The Faculty of Engineering invites applications for a three-year definite term-position at the rank of Lecturer, with the possibility of reappointment. Applicants must be eligible for Professional Engineering registration in Ontario; possess a PhD, and have a proven ability for outstanding teaching in engineering. Industrial experience is also desirable. At the University of Waterloo the First Year Engineering Office is responsible for facilitating the transition from a high school environment to the University environment. The role of the Associate Director is to assume leadership of many of the day-to-day operational requirements. The successful candidate must have excellent communication skills, a record of outstanding teaching in engineering subjects, and be able to teach first year undergraduate courses in subjects such as digital computation and electrical circuits. The primary duties will include: academic advising, teaching of first year engineering students in both a formal classroom setting and in special help sessions, and leading a number of administrative tasks related to first year engineering. Duties also will include high school liaison. The allocation of duties normally will be at least 30% teaching, at least 50% service and at most 20% research. Participation in research is expected. Research interests in the teaching of technical material is preferred however research interests in more traditional Engineering areas will be considered. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax number of at least three references Mail to: M Loucks, Associate Dean, Undergraduate, Undergraduate Office, Faculty of Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

UNIVERSITY OF MANITOBA — The Department of Mechanical and Industrial Engineering at the University of Manitoba is inviting applications for a full-time, tenure-track faculty position in the area of Propulsion and Internal Combustion Engines. Experimental experience will be an asset. The Department has established an option in Aerospace Engineering. The candidate is expected to contribute to the teaching, research and curriculum development for this option and in the area of mechanical engineering, as well to interact with the local aerospace industry. Related research activities within the Department include turbomachinery performance, thermofluids, and CFD. The candidate will be strongly encouraged to interact with colleagues involved in one or more of these research activities. The candidate should show evidence of strong potential/ability in teaching and research. The appointments will be at the rank of Assistant Professor with a starting salary of $55,000 – $60,000 per annum. The anticipated starting date for this position will be January 1st, 2001. Candidates for the position must have a PhD degree in a field related to the required areas of specialization and be eligible for membership in the Association of Professional Engineers and Geoscientists of Manitoba. The duties of the successful candidate will include undergraduate and graduate teaching in the area of propulsion and internal combustion of engines, supervision of graduate students and the development of an active, externally funded research program. Ability to interact with industries is an asset. The Department of Mechanical and Industrial Engineering is responsible for two fully-accredited undergraduate programs (Mechanical Engineering and Industrial Engineering) and an option in Aerospace Engineering. The Department is very active in graduate teaching and research at the M.Eng., M.Sc. and PhD levels. Currently, there are two NSERC Industrial Chairs (one senior and one junior) established in the area of Aerospace Materials. The Department has identified advanced manufacturing as its theme focus to which all areas of expertise can contribute. The Department comprises 20 academic staff, 11 support staff, several post-doctoral fellows, research associates and visiting scholars, as well as approximately 80 graduate students and 350 undergraduate students. Winnipeg is a mature city with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are low by North American standards. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a resume, the names and addresses of at least three references and a one-page statement of research and teaching goals. Please submit all materials to Professor S. Balakrishnan, Chair of the Search Committee, Department of Mechanical and Industrial Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6; Phone (204) 474-9803 (or 474-6540), Fax (204) 275-7507. All e-mail enquiries should be sent to vyas@ms.umanitoba.ca to the attention of S Balakrishnan. Please do not submit applications by e-mail. Applications will be accepted until September 1, 2000

UNIVERSITY OF NEW BRUNSWICK — Departments of Chemical and Civil Engineering. Tenure Track Assistant Professor Position in the area of Water and Wastewater Engineering. Applications are invited for a joint position in both the Department of Chemical Engineering and the Department of Civil Engineering. The successful candidate will have completed the requirements for a PhD in engineering at the time of the appointment and must demonstrate a strong commitment to scholarly research, high quality teaching at both the undergraduate and graduate levels, and interaction with industry. The candidate will be expected to develop and teach undergraduate courses in water and wastewater analysis and treatment and introductory environmental engineering; develop and teach graduate courses, supervise graduate students, and develop and sustain an externally sponsored research program. The candidate will enhance the current research strength or develop new initiatives in Water and Wastewater Engineering including, chemical treatment of industrial liquid wastes, biological treatment of waste streams from food processing, aqua culture and municipal sources, biomass characterization, minimization of the production of hazardous biological sludge, numerical modelling of unit operations and processes, and development of new treatment technologies. The position will be a joint appointment in both Chemical and Civil Engineering requiring a demonstrated ability to work in a multi-disciplinary team including scientists or engineers from Biology, Chemistry, and both Chemical and Civil Engineering. Candidates with the ability to combine laboratory and/or field studies with rigorous analysis, modeling and design are encouraged. The successful applicant will be expected to qualify for and seek registration with the Association of Professional Engineers and Geoscientists of New Brunswick. Further information concerning the various Departments within the Faculty of Engineering can be found from the University Web Pages: http://www.unb.ca/fredericton/departments.html. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants must submit a detailed curriculum vitae, a statement of teaching and research goals, and a list of three references by May 15, 2000. The position is available August 1, 2000. Applications should be forwarded to: Dr. Elda Hildebrand, PEng., Chair, Department of Civil Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada E3B 5A3

UNIVERSITY OF NEW BRUNSWICK — Department of Civil Engineering. Tenure Track Assistant Professor Position in the area of Municipal Water and Waste Engineering. Applications are invited for a tenure track assistant professor position in the Department of Civil Engineering. In-

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University of Alberta Edmonton

Environmental Engineering

Applications are invited for two tenure-stream faculty positions in Environmental Engineering, commencing July 1, 2000. Applicants should have a strong research interest in either of the following specialty areas:

- Advanced oxidation processes, micro-organism reduction, disinfection or
- Water treatment processes.

Excellent candidates with interests in other areas of Environmental Engineering will be considered. The successful candidate will enjoy working in a collaborative environment on a wide range of topics. Applicants should hold a doctoral degree or equivalent, have a demonstrated commitment to teaching and research in a university environment, and be eligible for professional engineering registration. The successful candidate will be expected to conduct research and supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in Environmental Engineering and assist in teaching other Civil Engineering courses at the undergraduate level. The appointment will be made at a rank and salary determined by the qualifications and experience of the successful candidate.

The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 4,000 graduate students. The Department of Civil and Environmental Engineering, which includes the School of Mining and Petroleum Engineering, has graduate programs in Construction, Environmental, Geotechnical, Mining, Petroleum, Structural, and Water Resources Engineering. The Department's current graduate student enrollment is 234 students. At the undergraduate level, the Department offers degrees in Civil Engineering, Civil Engineering (Environmental Option), Mining Engineering, and Petroleum Engineering.

With the filling of this vacancy, the Environmental Engineering group will have eight faculty members. Detailed information concerning the wide-ranging and very active Environmental Engineering research program is available at www.civil.ualberta.ca/environment.html.

The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people, and offers a diverse array of cultural and sporting activities year round. The City has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world.

Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, the names of at least three referees, and samples of refereed publications to:

T.M. Hrudey, Ph.D., P.Eng., Chair
Department of Civil & Environmental Engineering, University of Alberta
Edmonton, Alberta T6G 2G7
Telephone: (780) 492-7620
Fax: (780) 492-0249 Department Web site: www.civil.ualberta.ca

Consideration of applications will begin on June 15, 2000, and applications will be accepted until suitable candidates have been appointed.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
...it makes *sense.*

The UNIVERSITY *of* WESTERN ONTARIO

Chair/Chief – Department of Clinical Neurological Sciences

The London Ontario Academic Health Sciences Network, consisting of the Faculty of Medicine & Dentistry, The University of Western Ontario, London Health Sciences Centre, and St. Joseph's Health Care London, invites applications/nominations for the position of Chair/City Wide Chief of the Department of Clinical Neurological Sciences. The Richard and Beryl Ivey endowment provides funding for the Chair.

Clinical Neurological Sciences is a strong department with opportunity for growth. The department is responsible for undergraduate, postgraduate and fellowship programs in Neurology and Neurosurgery. Collaborative research is strong between clinical and basic science. $5.4 million dollars is expended for research within the hospitals, research institutes, and in the UWO Medical Sciences Building.

The hospital based Department of Clinical Neurological Sciences is primarily located within the London Health Sciences Centre with active consultative service in Neurology and Neurosurgery to the St. Joseph's Health Care London. The Department of Clinical Neurological Sciences has extensive and innovative programs in areas such as stroke, dementia, multiple sclerosis, neurooncology, epilepsy, movement disorders, neuromuscular disorders, ALS and headache with collaborative research opportunities in Neuro-radiology and Neuro-pathology and basic science departments.

The successful candidate must have certification from the Royal College of Physicians and Surgeons of Canada in either Neurology or Neurosurgery and be eligible for licensure in the Province of Ontario.

Details about the Faculty of Medicine & Dentistry can be found at www.uwo.ca; London Health Sciences Centre at www.lhsc.on.ca; and St. Joseph's Health Care London at www.stjosephlondon.on.ca.

Interested candidates are asked to submit a CV and letter of application together with names and addresses of three referenres to:

Dean Carol P. Herbert
Faculty of Medicine & Dentistry
Health Sciences Addition, Room H112
The University of Western Ontario
London, Ontario N6A 5C1

FAX: (519) 661-3797

The deadline for receipt of applications is **May 31, 2000.**

This position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

formation about the University of New Brunswick and the Department of Civil Engineering can be found at: http://www.unb.ca The successful candidate will have completed the requirements for a PhD in Environmental Engineering at the time of the appointment and must demonstrate a strong commitment to scholarly research, high quality teaching at both the undergraduate and graduate levels, and professional engineering practice. The candidate will be expected to develop and teach undergraduate Civil Engineering courses dealing with water supply, wastewater removal, and solid and hazardous waste management. Candidates are also expected to develop and teach graduate courses, supervise graduate students, and develop and sustain an externally-sponsored research program. The candidate will enhance the current research strength or develop new initiatives in Municipal Water and Waste Engineering including management techniques for water allocation and conservation, water supply and distribution, wastewater and storm water management, and municipal solid waste and hazardous waste management. Candidates with the ability to combine experimental and case studies with engineering analysis, modeling and design are encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The successful applicant will be expected to qualify for and seek registration with the Association of Professional Engineers and Geoscientists of New Brunswick. Applicants must submit a detailed curriculum vitae, a statement of teaching and research goals, and a list of three references by May 15, 2000. The position is available August 1, 2000. Applications should be forwarded to: Dr. Eldo Hildebrand, P.Eng., Chair, Department of Civil Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada E3B 5A3

CARLETON UNIVERSITY — Department of Mechanical and Aerospace Engineering. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence September 2000. This position is subject to a budgetary approval. Preference will be given to recent PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach and have demonstrated research ability in one or more of: Solid Mechanics, Design, CAD/CAM, Manufacturing Methods and Computer Visualization. Some industrial experience and an interest in Aerospace would be an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available from http://www.mae.carleton.ca. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor R. Bell, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Telephone, (613) 520-6694; Fax. (613) 520-5715 The closing date for applications is May 31, 2000 Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply

ENGLISH

UNIVERSITY OF TORONTO — University College and the Department of English, University of Toronto, invite applications for a contractually limited appointment (two years) The successful candidate will be required to team-teach two core courses in the Canadian Studies Programme and to offer an undergraduate course in Canadian literature A preference will be given to candidates who have an interest in English, French and Aboriginal literatures Appointment at the level of Assistant Professor, to begin July 1, 2000. Salary commensurate with qualifications. Deadline for applications June 15, 2000 Please apply with a c.v. and have three letters of reference sent to Ms. Pam Gravestock, University College, University of Toronto, 15 King's College Circle, Toronto, ON M5S 3H7. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and Permanent Residents of Canada The University of Toronto encourages applications from qualified men and women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

UNIVERSITY COLLEGE OF CAPE BRETON — Assistant Professor English. Please quote reference number ENG00042 on all correspondence The Department of Languages and Letters in the School of Arts and Letters at University College of Cape Breton invites applications for a probationary tenure-track position at the rank of Assistant Professor to commence July 1, 2000. The University College of Cape Breton (UCCB) was established more than two decades ago as Canada's first university college — integrating liberal arts and science, engineering and business technology and trades learning traditions into its degree, diploma and certificate programs. The newly expanded campus is situated on Cape Breton Island, Nova Scotia's tourism centre-piece and home to rich Celtic, Mi'kmaq and Acadian heritage. Small class size, strong community involvement, innovative curriculum and work/volunteer placements enhance UCCB's position as an international leader in post-secondary education. Under the direction of the Department Chair and School Dean, the successful candidate will teach American Literature and one or more sections of Introduction to Literature Candidates should have a PhD (or near completion), teaching experience and publications. Should have research interests and teaching experience in American Literature A secondary interest in literary criticism and critical theory will be considered an asset. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a complete dossier, including a curriculum vitae, academic transcripts and three letters of reference to Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Street address: 1250 Grand Lake Road, Sydney, NS B1M 1A2. Fax number (902) 563-1458. Applications must be received no later than 4:00 p.m. June 5, 2000. Please visit our web site to learn more about UCCB: http://www.uccb.ns.ca. UCCB is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENTREPRENEURSHIP

UNIVERSITY OF WATERLOO — Eyton Chair in Entrepreneurship. Applications are invited from outstanding individuals for a tenure stream appointment to the J. Trevor Eyton Chair in Entrepreneurship This appointment can be made at any level, commencing between September 1, 2000, and January 1, 2001, and will be located in the Department of Management Sciences in the Faculty of Engineering. We are seeking someone with a PhD who is capable of teaching, research and graduate supervision in the area of entrepreneurship. The successful candidate is expected to have a strong research focus applicable to technology-based or knowledge-intensive ventures. The Department's current research interests include entrepreneurship, management of technology, behavioural information systems, and applied operations research. Applicants can learn more about the Department at http://marsci2.uwaterloo.ca/. The University of Waterloo is noted for its innovative programs, including the largest co-operative education activity in the world, and for its ability to attract the highest quality students. The University is a Canadian leader in research, and prides itself on close co-operation with industry through co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Toronto and numerous outdoor and indoor recreational activities. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Salary will be commensurate with qualifications and experience Please send a detailed curriculum vitae and the names of three references before May 31, 2000, to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca; fax: 519-746-7252).

EPIDEMIOLOGY

UNIVERSITY OF BRITISH COLUMBIA CENTRE FOR DISEASE CONTROL (UBCCDC) — Communicable Disease Epidemiology Services. Applications are invited for the position of Associate Director, Communicable Disease Epidemiology Services, UBC Centre for Disease Control. This is a grant tenure track position in the Department of Health Care and Epidemiology, Faculty of Medicine at the level of assistant professor or above. The UBC Centre for Disease Control is a rapidly moving interdisciplinary centre with a focus on the study and control of communicable diseases in human populations. The incumbent will be responsible for providing epidemiological services, team management, teaching and research contributions as a core member of the Communicable Disease Epidemiology team at UBCCDC. As a full time faculty member at the University of British Columbia, the successful candidate is expected to participate in the teaching programs (including graduate student and resident supervision), administrative tasks (including committee work) and research. Proportion of time spent on academic activities will be mutually agreed upon by the University, the successful candidate and BCCDC. Applicants should be an MD with a post-graduate degree in epidemiology or public health, a fellow of the Royal College of Physicians and Surgeons of Canada in 1) Community Medicine, 2) Internal Medicine or Paediatrics with Infectious Diseases certification or 3) Medical Microbiology, and must be registered or eligible to register with the College of Physicians and Surgeons of BC. Excellent computer skills, proficiency in clinical medicine, sound communications skills and at least two years experience in public health with responsibility for communicable disease control are required Experience as a medical health officer, communicable disease epidemiologist or field epidemiologist is an asset. Salary is commensurate with qualifications and experience. UBC relies on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirement, priority will be given to Canadian citizens and permanent residents of Canada. Position is to start on or about July 1, 2000. Letters of application and the names of three referees should be submitted with a current curriculum vitae by May 31, 2000 to: Dr. Richard G. Mathias, Chair, Search Committee, UBCCDC, 2077-655 West 12th Avenue, Vancouver, BC V5Z 4R4; Email submissions: shannon scott@bccdc.hnet.bc.ca

FRENCH

DALHOUSIE UNIVERSITY — Department of French, Lecturer/Assistant Professor The Department of French at Dalhousie University invites applications for a limited term 10-month half-time appointment for a Lecturer/Assistant Professor (commencing September 1, 2000) to teach one second year intensive French grammar course and one first year French course A coordination of a multiple section first year French class will be also expected Preference will be given to candidates with a Ph.D., strong teaching experience and background in linguistics and grammar The nature of the second year course makes it most desirable for the candidate to be a native or near-native French speaker. The salary will be commensurate with qualifications and experience The deadline for applications is June 15, 2000 Applications, including all supporting materials (C.V., names of two referees with complete addresses, teaching evaluations if available), should be sent to: Dr. I. Ooi, Chairperson, Department of French, Dalhousie University, Halifax, N.S. B3H 3J5 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

GEOLOGY

THE UNIVERSITY OF NEW BRUNSWICK — Faculty of Science, Applied Science and Engineering, Instructor in Geology. The Department of Physical Sciences invites applications for a limited term (9-month) position at the Instructor rank effective July 1, 2000. The position is subject to final budgetary approval. Candidates should have a PhD in Geology or a closely related area. The principal duties are teaching courses (including laboratories) in Geology at the introductory level Experience in environmental geology or hydrology is considered an advantage. Applicants must submit a curriculum vitae, statement of teaching interests and the names of three referees to Dr. K. DeBell, Dean, Faculty of Science, Applied Science and Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick E2L 4L5; Fax. (506) 648-5650; e-mail: sci-eng@unbsj.ca. Applications should be received by June 1, 2000 In accordance with Canadian immigration requirements This advertisement is directed to Canadian citizens and permanent residents The University of New Brunswick is committed to the principle of employment equity."

HUMANITIES

THE UNIVERSITY OF KING'S COLLEGE invites applications for the position of Teaching Fellow in the Foundation Year Programme (one-year sessional contract beginning 1 July, 2000 with possibility of further renewal). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art) from ancient Greece to the present, approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrollment. Salary: approximately $23,497 to $25,543 (1999 - 2000). Applications, including a curriculum vitae and three letters of reference, should be sent to Dr. Stephen Boos, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. Closing date for applications: 29 May 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of King's College is an equal opportunity employer.

JAPANESE

UNIVERSITY OF TORONTO — Japanese Language. The Department of East Asian Studies at the University of Toronto invites applications for a position in Japanese language at the rank of Lecturer commencing either July 1 or September 1, 2000 The initial appointment would be for a one year term with the possibility of re-appointment for up to four years Requirements include: (1) native or near-native fluency in Japanese, (2) at least an M.A. degree in an appropriate field, (3) extensive teaching experience at the university level; (4) demonstrated teaching excellence, (5) wide knowledge of pedagogical methodology, course-design and multi-media language instruction. Student teaching evaluations would be helpful. Responsibilities would include teaching and coordination of entry level and intermediate level Japanese. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Please send C.V. and three letters of reference together with your letter of application to: R.W.L. Guisso, Chair, Department of East Asian Studies, 130 St. George Street, Room 14087, Toronto, Ontario M5S 3H1. Closing Date: June 15, 2000

CARLETON UNIVERSITY — School of Linguistics and Applied Language Studies, Japanese. Applications are invited for a 1-year-term position in Japanese at the level of Instructor I This position is subject to budgetary approval. Applicants should have native or native-like fluency in Japanese, an M.A. or equivalent qualification in Applied Linguistics with a specialisation in second or foreign Language teaching, and a permanent professional commitment to a career in

Lakehead
UNIVERSITY

DEPARTMENT OF PSYCHOLOGY
ASSISTANT PROFESSOR

The Department of Psychology at Lakehead University offers two full-time, tenure track appointments at the Assistant Professor level, beginning on August 1, 2000 or January 1, 2001. We are especially interested in candidates in Clinical, Community/Rural, and Developmental Psychology, but exceptional candidates in any area of Psychology will be considered. Candidates should have completed or be near completion of a PhD in Psychology, and be committed to excellence in research and in teaching. Preference will be given to candidates who have a demonstrated record of active scholarship, including fundability (current grant holder or strong potential for extramural funding), and experience in classroom instruction in any of several areas of Psychology. These areas include, but are not limited to, Community/Rural, Developmental, Correctional, and Clinical Neuropsychology, as well as Cultural and Ethical issues in Psychology. The successful applicant will be expected to establish and sustain an active research program in her or his area of expertise, to supervise/mentor both undergraduate and graduate students in research, to contribute to undergraduate and graduate teaching in the department, to participate in departmental governance and other university service, and to contribute to interdisciplinary activity within the Department.

The department provides an excellent environment for research and teaching and offers BA, B.Sc., and Honours undergraduate degrees, Masters degrees and Experimental and Clinical Psychology, and a Doctoral degree in Clinical Psychology. The department is pursuing APA/CPA accreditation for its Doctoral program in Clinical Psychology and seeks to hire candidates whose excellence in teaching and research can contribute toward this goal.

Applications should include a curriculum vitae, 3 letters of reference, a selection of reprints (if available), and a statement of research and teaching interests. Applications should be directed to:

Dr. J. Gellert, Dean of Arts and Science
Lakehead University
955 Oliver Road, Thunder Bay, Ontario
Canada, P7B 5E1
Phone: 807-343-8202
Fax: 807-343-8007
E-mail: Jim.Gellert@lakeheadu.ca.

Lakehead University encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration this advertisement is directed to Canadian citizens and permanent residents. Although budgetary approval has been granted for these positions, Lakehead University reserves the right not to fill these positions. Review of applications is ongoing and will continue until the positions are filled.

Comptant 10 facultés et accueillant 25 000 étudiantes et étudiants, l'Université d'Ottawa est la plus importante université bilingue en Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes. La Faculté d'éducation est à la recherche d'un

Directeur ou Directrice de Formation à l'enseignement

(programme francophone)

Poste conduisant à la permanence au rang d'adjoint ou d'agrégé

Qualifications :
1. Ph. D. en éducation ou l'équivalent
2. Dossier actif de recherche en éducation - les domaines suivants seront privilégiés : didactique générale, enseignement à l'élémentaire, évaluation, apprentissage en milieu scolaire
3. Expérience en enseignement élémentaire/secondaire
4. Connaissance passive de l'anglais comme condition de permanence

Fonctions administratives :
Le mandat à la direction est d'une durée de trois ans
1.1 Animer le programme dont il ou elle a la charge
- a) S'assurer, en collaboration avec le Conseil de programme, de constamment tenir ce programme à jour;
- b) Présider à l'évaluation externe du programme, au moins tous les sept ans; diriger le processus d'agrément de l'Ordre des enseignants et des enseignantes de l'Ontario;
- c) Décrire avec précision les compétences professorales requises pour offrir un programme pertinent et de qualité, de même que tout besoin particulier relié à l'enseignement du programme, tels que :
  - i) la supervision de la pratique de l'enseignement;
  - ii) après consultation auprès des membres de son Conseil, la préparation, à l'intention du vice-doyen ou de la vice-doyenne aux programmes de recommandations quant aux cours à offrir chaque année dans son programme.

2. Fonctions professorales :
- 2.1 Enseigner en français aux programmes du B. Éd., M.Éd.et M.A./Ph. D.
- 2.2. Maintenir un dossier actif de recherche dans un des domaines privilégiés identifiés ci-dessus
- 2.3. Superviser la pratique de l'enseignement
- 2.4. Superviser des thèses de M.A. et de Ph.D.
- 2.5. Participer aux activités universitaires

Salaire : Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Contexte de travail : Oeuvrer dans le domaine de l'éducation en Ontario et collaborer avec les partenaires du milieu scolaire.

Entrée en fonction : 1er juillet 2000

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois répondantes ou répondants, avant le 15 mai 2000, à : Johanne Bourdages, Doyenne, Faculté d'éducation, Université d'Ottawa, 145, rue Jean-Jacques-Lussier (311a), C.P. 450 Succ. A, Ottawa ON K1N 6N5

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux personnes ayant le statut de citoyen ou de résident du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Seules les personnes invitées pour une entrevue recevront un accusé de réception.

FACULTY OF EDUCATION

Université d'Ottawa
University of Ottawa

teaching Japanese as a foreign language at the university level. Duties will include teaching intensive and semi-intensive introductory credit courses in Japanese and advanced courses in Japanese, as well as participating in the on-going development of curriculum and of teaching and testing materials. An interest in teaching Japanese for business purposes and/or in language testing would be an advantage. Applicants should send a curriculum vitae and the names of three referees to: Professor Ian Pringle, Director, School of Linguistics and Applied Language Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. Closing date for applications is May 31, 2000, or when filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

CARLETON UNIVERSITY — School of Linguistics and Applied Language Studies. Japanese. Applications are invited for a 2-year term position in Japanese at the level of Instructor I. This position is subject to budgetary approval. Applicants should have native or native-like fluency in Japanese, an M.A. or equivalent qualification in Applied Linguistics with a specialisation in second or foreign language teaching, and a permanent professional commitment to a career in teaching Japanese as a foreign language at the university level. Duties will include teaching intensive and semi-intensive introductory credit courses in Japanese and advanced courses in Japanese, as well as participating in the on-going development of curriculum and of teaching and testing materials. An interest in teaching Japanese for business purposes and/or in language testing would be an advantage. Applicants should send a curriculum vitae and the names of three referees to: Professor Ian Pringle, Director, School of Linguistics and Applied Language Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. Closing date for applications is May 31, 2000, or when filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

KINESIDLOGY

UNIVERSITY OF NEW BRUNSWICK — Faculty of Kinesiology. Business Management of Sport and Recreation. Position Readvertised. Applications will be accepted from Non-Canadian citizens. The Faculty of Kinesiology is seeking an outstanding scholar for a tenure track position at the Assistant/Associate Professor level with a specialty in Business Management of Sport and Recreation with particular emphasis on the commercial and legal aspects of sport and recreation. The Faculty of Kinesiology is an interdisciplinary unit, with expertise ranging across the spectrum of the study of human movement, from the humanities and social sciences, through recreation, sport management, and outdoor recreation, to the biological, biochemical, and physical sciences. The Faculty is aggressively positioning itself as a centre of scholarship and research in the Atlantic Region. It is embarked on an active recruiting process to create an enthusiastic cadre of teachers/researchers in the various disciplines of Kinesiology. It is striving to support the work of these scholars in their own specialties and also to encourage the development of collaborative research and contract work with other members of the Faculty, as well as with members of other university and extra-university units, such as Forestry, the Canadian Research Institute for Policy Studies, the Centre for Entrepreneurial Leadership, and various departments within the provincial government. In response to growing graduate and undergraduate enrollments, the Faculty is continuing to refine its Sport/Recreation Management Program, with the degrees of Bachelor of Recreation and Leisure Studies and Master of Arts in Sport and Recreation Administration. Further information about the Faculty can be found at http://www.unb.ca/Kinesiology. The Faculty is looking for scholar with a concentration in entrepreneurial recreation and/or professional sport management, with specific expertise in one or more of the following — contract and legal issues, financial management, commercial business planning, and the management of professional athletes. Duties will include research, teaching at the undergraduate and graduate levels, and the supervision of graduate students. Successful candidates will be expected to compete for research grants and contracts to support their research program and their graduate students. Applicants should submit a covering letter of application, a curriculum vitae and

On the edge and leading the way.

UNIVERSITY OF CALGARY

The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

DIGITAL IMAGING & MAPPING

The Department of Geomatics Engineering invites applications for the position of Assistant Professor in digital imaging and mapping, effective January 1, 2001. Applicants should have a PhD in engineering or applied science related to geomatics, with a demonstrated research excellence in one or more of the following areas: digital image analysis and generation, computational vision, digital photogrammetry, and remote sensing.

The applicant is expected to provide leadership and vision to the digital imaging and mapping core of the undergraduate program and the further development of a graduate program in these areas. The selected candidate must have the capability to teach various undergraduate courses related to digital imaging and mapping, in addition to other fundamental engineering courses such as object oriented programming. It is expected that the research will be integrated with other areas of geomatics engineering. The applicant should have the academic background required and the willingness to register as a Professional Engineer in the Province of Alberta.

Please visit http://www.geomatics.ucalgary.ca/ for information on the Department of Geomatics Engineering.

Applications should include a detailed curriculum vitae and a complete list of publications. The deadline for applications is **July 15, 2000.** Three letters of reference should be mailed directly by the referees to: **Head, Department of Geomatics Engineering,** Email: info@geomatics.ucalgary.ca; Fax: (403) 284-1980

NSERC INDUSTRIAL RESEARCH CHAIRS IN SOFTWARE ENGINEERING

The University of Calgary is seeking distinguished scholars from industry or academia, with international reputations commensurate with an appointment at the rank of Full Professor to fill two industrial Research Chairs in Software Engineering. The chairs are supported by a significant number of major industrial partners with matching funds anticipated from NSERC.

The Chairs will be key persons in the establishment of a centre of research excellence in software engineering which has been identified as an area of focus of the Alberta Government initiative, Informatics Circle of Research Excellence. Leadership of the established graduate program in software engineering is also expected. The personal research interests of the Chairholders could be in any area of software engineering.

One Chairholder will hold a tenured position in the Department of Electrical and Computer Engineering (Faculty of Engineering), and the other will hold a similar position in the Department of Computer Science (Faculty of Science). The salary will be commensurate with the qualifications and experience, and competitive internationally.

Selected candidates will be engaged in the completion of an application for NSERC industrial chair support, intended to provide matching support of the industry sponsors. The position will commence on July 1, 2000, or as soon as possible thereafter. The initial term of the Chair is 5 years, renewable after appropriate review.

For a full description of the positions, see http://www.eng.ucalgary.ca/jobs.htm

Applicants are invited to send their curriculum vitae and a list of 3 references to: **Dr. L. T. Bruton, Vice-President (Research),** Phone: (403)-220- 7833; Fax: (403)-289-8926; Email: bruton@ucalgary.ca

Applications will be accepted until the position is filled.

PHYSICS AND ASTRONOMY

The Department of Physics and Astronomy invites applications for a tenure-track position at the Assistant Professor level. Candidates should have experience in the field of Astrophysics, hold a PhD or equivalent, and preferably have post-doctoral experience.

The Department has strong programs in UV, optical, infrared, and radio astronomy, and operates the Rothney Astrophysical Observatory in the foothills of Calgary. Any application in these areas will be considered with special interest in infrared/submm or radio astrophysics, either ground or space based. Candidates will be assessed on teaching experience, research experience, and research productivity.

Applicants should send a detailed curriculum vitae, a statement of teaching and research interests, and the names and addresses (including email) of three individuals who will, if requested, provide letters of reference. The position is available immediately.

The closing date for receipt of applications is September 1, 2000 with a tentative starting date of January 1, 2001. Email applications will not be accepted. Please send applications to: **Department Head, Department of Physics and Astronomy.**

MATERIALS

The Department of Civil Engineering invites applications for a term-certain appointment at the Assistant Professor rank, in the area of Materials. Candidates should have a doctoral degree and a strong background in Materials Science and Engineering that complements the Department's activities in materials and transportation.

The successful candidate will complement the current faculty in the Department in teaching and research, participate in joint projects, and develop a strong independent research programme. The appointee will be expected to teach at both the graduate and undergraduate levels. Good communication skills, and the ability to manage student projects, will be definite assets. The appointee will be expected to contribute to University governance in the usual collegiate way.

The ideal candidate will have broad knowledge, at the fundamental and applied level, of the strength and durability of construction materials including pavement design and management. Teaching will require knowledge of brittle and ductile materials including concrete, masonry, steel and non-ferous metals, wood, natural and synthetic polymers, and asphalt. The candidate will have a demonstrated productivity in research. Industrial experience will be an asset. Eligibility for registration as a Professional Engineer in Alberta is highly desirable, but not essential. Further information about the Department may be found at http://www.eng.ucalgary.ca/Civil/

The Department strongly encourages applications from women.

Applications including a curriculum vitae, a statement of research interests, a statement of teaching interests, three recent publications, together with the names, addresses, phone numbers and email addresses of three referees, must be sent **by July 31, 2000** to: **T.G. Brown, Head, Department of Civil Engineering,** Email: wilsoa@ucalgary.ca; Fax: (403) 282-7026

DEAN OF THE FACULTY OF GRADUATE STUDIES/ASSOCIATE VICE-PRESIDENT (Graduate and Post-Degree Programs)

The University of Calgary invites applications and nominations for the Dean of Graduate Studies/ Associate Vice-President (Graduate and Post-Degree Programs) with a five-year term commencing July 1, 2001, or earlier if possible.

Graduate programs at the University of Calgary are of two kinds – those leading to professional degrees, such as the MBA, MSW, Med or MGIS, and those leading to research degrees, such as the MA, MSc and PhD. Over 3,500 students are enrolled in such graduate programs. The University is committed to enlarging its graduate-student enrolment, and to developing a wide range of certificates and diplomas that serve other needs of "post-degree continuous learning" (PDCL).

In seeking a Dean of Graduate Studies/Associate Vice-President (Graduate and Post-Degree Programs), the University of Calgary is looking for a strong leader and scholar who will support and enhance its professional and research degree programs, work with 15 other deans, and champion the ongoing development of PDCL credentials. The successful candidate must be eligible to hold an academic appointment in one of the units of the University.

The new Dean/Associate VP will have a strong record in supervising and mentoring post-degree students, and will possess the integrity, vision, and leadership skills needed to manage a diverse, university-wide organization in an era of new challenges and opportunities. The ideal candidate will possess the following qualities and qualifications:

- The ability to appreciate a wide variety of disciplines, to plan strategically in setting goals consistent with the University mission, and to achieve those goals through collaboration with a wide range of local, national, and international constituencies, both inside and outside of academia.
- A commitment to enhancing the role of graduate studies and post-degree programming in the University's research-intensive culture.
- The capacity to secure the resources needed for graduate studies and post-degree education, including the ability to lead a major fundraising campaign.
- The ability to initiate and participate in creative partnerships and innovative solutions.
- A strong sense of judgment, ethics, and fairness, and respect for the regulations, policies, and processes of the University.
- The courage to make and implement difficult/complex decisions.

A profile of the University and the Faculty of Graduate Studies is available on the World Wide Web at http://www.ucalgary.ca/UofC/

Applications, including a curriculum vitae and confidential letters from three referees, should be submitted **by August 15, 2000** to: **Dr. Ronald Bond, Vice-President (Academic),** Email: rbond@ucalgary.ca

For applicants who want to mail applications, please direct your application to the appropriate contact at the University of Calgary, 2500 University Dr. N.W., Calgary, AB T2N 1N4

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. For all career opportunities at the University of Calgary, please see www.ucalgary.ca/HR/

www.ucalgary.ca

three letters of reference to Dr. Christopher Stevenson (as below). Applications will be accepted until the position is filled, however, the intention is to produce a preliminary short list for Interviews by May 31st, 2000. Dr. Christopher L. Stevenson, Acting Dean, Faculty of Kinesiology, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick E3B 5A3; Phone (506) 453-4576; Fax (506) 447-3058; Email: cl@unb.ca. The University of New Brunswick (est. 1785) has an enrolment of 8,000 full-time students and offers a full range of undergraduate and graduate programs in ten faculties. It is a picturesque, mid-sized campus of red brick buildings nestled in the St. John River Valley surrounded by the capital city of Fredericton (pop. < 50,000). The mix of established tradition, academic excellence, social, cultural and recreational opportunities, high-tech infrastructure, coupled with a small town feeling of community makes both Fredericton and UNB enjoyable places to live, work and play. The University of New Brunswick is committed to the principle of employment equity.

KINESIOLOGY & PHYSICAL EDUCATION

WILFRID LAURIER UNIVERSITY — The Department of Kinesiology and Physical Education invites applications for a three-year contract position commencing July 1, 2000. Applicants should have expertise and be able to teach undergraduate courses in human anatomy and human physiology, in combination with one of sports medicine or biomechanics. The ability to teach skills practica would be an asset. Candidates are expected to have completed or be nearing completion of a PhD and to possess relevant teaching and research experience. Letters of application, including a description of research and teaching interests, should be accompanied by a curriculum vitae. The applicant should arrange to have all materials, including three letters of reference, forwarded to Dr. Lois Livingston, Chair, Department of Kinesiology and Physical Education, Wilfrid Laurier University, 75 University Avenue W, Waterloo, Ontario N2L 3C5. All materials must be received by May 30, 2000. Wilfrid Laurier University is committed to employment equity and encourages applications from all qualified persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LIBRARY

THE UNIVERSITY OF GUELPH Library requires two innovative professional librarians to join our staff. The Library values service, responsiveness to user information needs and accountability to our user community. Our management approach stresses shared goals, participatory decision making, and positive collaboration with the Tri-University Group of Libraries (Guelph, Waterloo, and Wilfrid Laurier) and our other academic partners. The ideal candidates will demonstrate excellent verbal and written communication ability and will possess the interpersonal skills required to work with individuals and in a team environment. They will be adaptable in a variety of professional contexts and able to potentially assume responsibility for a variety of management roles or special projects related to areas such as: liaison with academic departments and programs, the management of web-based information resources, and the provision of services to support undergraduate teaching and learning. A current knowledge of information technologies and their application in libraries is an asset. In addition, experience or knowledge of the research process in an academic environment would prove valuable in working with faculty and graduate students. This is an academic appointment and the successful candidates will be expected to participate in appropriate professional and scholarly activities. Required qualifications include an ALA accredited Master's degree in library and information science and a Master's degree in a subject discipline. The positions will be filled at the Librarian I level (an entry-level position). The annual salary is $36,722.71 (based on 1999/2000 levels) per year. The librarians and faculty at the University of Guelph participate in a plan that features annual incremental salary increases linked to a formal performance appraisal process. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. The availability of these positions is subject to final budget approval. We anticipate filling these positions by September 2000. Applications including a curriculum vitae and the names of three references should be submitted by regular mail or fax by Friday, May 26, 2000 to: Jeannette Davidson, Secretary of the Search Committee, c/o The Library, University of Guelph, Guelph, ON N1G 2W1; Fax (519) 824-6931.

THE UNIVERSITY OF TORONTO Library invites applications for a Korean studies librarian for a joint appointment position in the Bibliographic Processing Department and the East Asian Library. The library seeks an energetic librarian to take care of a wide range of professional duties related to Korean studies materials and services, faculty liaison, and cataloguing. The University of Toronto is the largest university in Canada serving a population of approximately 50,000 students from diverse cultures, offering both undergraduate and graduate degrees in East Asian studies, and has a collection of over 300,000 volumes in the East Asian Library. Responsibilities include the processing and cataloguing of Korean language materials in all formats, the development of the Korean collection, provision of library instruction, reference, research and electronic services; and support for web resources. The incumbent liaises with faculty, students and organizations in Korean studies, and will represent the library in inter-library co-operative activities, meetings and conferences, e.g., the North American Korean Collection Consortium. Required qualifications: ALA-accredited MLS or equivalent and academic background in Korean studies. Knowledge of Reinhauer romanization, bibliographic utilities (RLIN), and computer application in libraries. Professional experience in original cataloguing and authority control in an automated environment in an academic or research library setting would be an asset. Current knowledge of AACR2, Library of Congress subject headings and classification and MARC formats. A strong personal service philosophy, effective communications skills, planning, organizational and interpersonal skills, team skills, interest in library and university committee responsibilities, ability to manage a diverse workload and attention to detail. Initiative, flexibility, ability to work effectively under pressure, and adapt to a rapidly changing environment. Excellent reading and writing proficiency in Korean, working knowledge of Japanese and Chinese, as well as an excellent command of spoken and written English. Ability to achieve results through creative, consultative and co-operative approaches to problem solving is necessary. Willingness to do shift work in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. This is a continuing appointment (permanent-status stream) position to be filled at either Librarian I or II level dependent upon qualifications. This position is included in the University of Toronto Faculty Association bargaining unit. The anticipated salary is between mid-30s to mid-40s. Preference will be given to applications received before May 31, 2000. Applications, including a covering letter relating qualifications to requirements of the position, a current curriculum vitae, and the names of three referees should be directed as soon as possible and not later than May 31, 2000, to: The Personnel Manager, Personnel Services Office, Robarts Library, 130 St. George St., Room 2005, Library Administration, Toronto, Ontario M5S 1A5, or by fax (416) 946-5543. Only candidates being considered for an interview will be contacted.

LINGUISTICS

SIMON FRASER UNIVERSITY — Applications are being accepted for a limited-term position at the rank of assistant professor, for an appointment commencing September 1, 2000. The position will carry a one year term, contingent on budgetary approval. The successful candidate will be expected to teach Modern Greek language and linguistics. In addition, the appointee will become a key member of a research team developing on-line learning materials and a self-instructional language program for Greek, including an intelligent tutor employing artificial intelligence techniques. The appointee would be responsible for the pedagogical design of the materials, and would work closely with computational linguists and other experts in the overall development of the system. This project will be carried out in cooperation with agencies of the Ministry of Education of Greece, and will require liaison with those agencies. The appointment will be assigned to the Department of Linguistics. The successful applicant will be expected to contribute to the Hellenic Studies program and will collaborate with the Chair of Hellenic Studies. Candidates should hold a PhD in applied linguistics or equivalent, have experience in teaching Modern Greek, maintain an active research program in linguistics as it relates to language teaching and be familiar with recent developments in technologically-assisted language learning. Interested applicants are invited to send a letter of application, curriculum vitae, the names of at least three referees and sample publications by June 1, 2000 to: Dr. P. McFetridge, Chair, Department of Linguistics, 8888 University Dr., Simon Fraser University, Burnaby, BC, Canada V5A 1S6, phone: (604) 291-3554, fax (604) 291-5659, email: mcfet@cs.sfu.ca. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. SFU offers equal employment opportunities to all qualified applicants.

MARKETING

UNIVERSITY OF NEW BRUNSWICK — Marketing. The Faculty of Administration, University of New Brunswick, Fredericton, invites applications for a tenure-track position in Marketing. The appointment will be at the Assistant or Associate Professor level and is scheduled to take effect August 1, 2000. Salary is commensurate with qualifications and experience. The successful candidate will hold a doctorate in Marketing or be in the final stages of completing the dissertation. Candidates from any of the traditional areas of Marketing are encouraged to apply. Research or teaching interest in the following areas will be an asset: Marketing Research, International Marketing, or Electronic Commerce. Applicants should direct inquiries and applications, including a curriculum vitae, description of teaching and research interests, and the names of three referees to: Dr. Daniel Coleman, Dean, Faculty of Administration, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3. Applications for this position will close when a suitable candidate is found. The University of New Brunswick is committed to the principle of employment equity.

MATHEMATICS & STATISTICS

MCMASTER UNIVERSITY — Applied Analysis. The Department of Mathematics & Statistics, McMaster University, invites applications for a faculty position in Mathematics at the rank of Professor, with anticipated starting date July 1, 2000. The Professorship will be a tenured appointment in the Department of Mathematics & Statistics. The successful candidate should be internationally recognized for his or her fundamental contributions to research in a major area of Applied Analysis, including applications of non-linear partial differential equations, and be actively engaged in significant research projects. The successful candidate should have attracted substantial research grant support and demonstrated leadership in organizing research efforts through the supervision of graduate students and postdoctoral fellows. The salary will be based on qualifications and experience. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Applications, including curriculum vitae and three letters of reference, should be received before May 15, 2000 by: T. Hambleton, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario Canada, L8S 4K1.

MUSIC

MCGILL UNIVERSITY — Faculty of Music. Appointment in Jazz Studies. The Faculty of Music, McGill University invites applications for a tenure track appointment in Jazz Studies. Applicants should have extensive professional performing experience (Please ably trombone or bass), a substantial portfolio of compositions and arrangements and an outstanding teaching record at the university level. Teaching duties include Jazz Area courses such as: jazz orchestration and jazz arranging, supervision of graduate students; writing for and possibly directing a large jazz orchestra; and, instrumental instruction. The successful applicant will be expected to maintain and develop his/her professional activities. The McGill Jazz Studies Program has five full-time faculty and twenty part-time teachers offering a complete range of jazz courses to 90 very high level graduate and undergraduate students. The ensembles, tours, invitations, recordings, awards and curriculum have given the Program the reputation as one of the finest anywhere. McGill continues to be the first and only university in Canada to offer a graduate degree in Jazz Studies, the Master of Music in Jazz Performance. Review of applications will begin on March 15, 2000 and will continue until the position is filled. Starting date is September 1, 2000 or the successful candidate's earliest availability. Selected candidates will be invited to teach classes and meet with members of the Faculty Search Committee. Salary and rank are negotiable. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, together with resumes and the names, addresses and telephone numbers of three referees should be sent to: Gordon Foote, Chair, Department of Performance, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, Canada H3A 1E3; Tel: (514) 398-4542; Fax: (514) 398-1540, E-mail: foote@music.mcgill.ca

MCGILL UNIVERSITY — Faculty of Music. Position: Director of the McGill Symphony Orchestra. The McGill Symphony Orchestra, under its former Director, Prof. Timothy Vernon, has established a reputation as one of the leading university-based orchestral ensembles in North America. As Prof. Vernon is leaving his position to pursue other professional opportunities, applications are invited for a tenure track appointment as Director of the McGill Symphony Orchestra with a starting date of September 1, 2001. The position will be at the rank of Associate Professor, salary negotiable. Duties are likely to include acting as artistic director and conductor of the McGill Symphony Orchestra, conducting the orchestra for the major opera production, and supervising graduate conducting students. The successful candidate should have a Doctorate or Masters degree or equivalent, with extensive orchestral and opera conducting experience. There must be strong ability in conducting pedagogy, combined with effective teaching, performance, organizational, and interpersonal skills. Review of applications will begin on April 15th, 2000 and will continue until the position is filled. Selected candidates will be invited to teach master classes, meet with members of the Faculty Search Committee, and may be invited as a guest conductor to direct one of the concert periods of the 2000/2001 concert season. In accordance with Canadian immigration requirements, this advertisement is directed in the first

Faculty Position
Computing and Information Systems

Athabasca University, Canada's Open University™, invites applications for one tenure-track position in the Centre for Computing and Information Systems (CCIS) to develop, coordinate, and teach courses, carry out related research and administrative duties, and assist in the development of its anticipated M.Sc. program (subject to Alberta Learning approval). Rank and salary for the position are open, with a proposed start date of September 1, 2000.

Athabasca University (AU) is Canada's Open University™, delivering education at a distance to over 18,000 undergreduate and graduate students. Courses use a combination of multimedia delivery via the World Wide Web and printed materials delivered to a student's home or workplace. CCIS offers a B.A. Major in Information Systems, a Certificate in Information Systems and a B.Sc. in Computing and Information Systems. An M.Sc. in Information Systems, approved for September 2001, will be the first M.Sc. program in Information Systems in Canada delivered completely online. All CCIS faculty are expected to participate in both undergraduate and graduate programs.

An interest in, and preferably experience with, distributed learning systems and distance education are essential for this position, and a research interest in the same is highly recommended. Over the past ten years, CCIS has developed and implemented innovative approaches to delivering and supporting post-secondary distance education in computing and information systems. CCIS is looking for a flexible individual, who enjoys teaching, and who is comfortable with the systematic approaches to course development and delivery required for this form of distance education.

The candidate must have research interests in and an applications orientation to software engineering, multimedia, and emerging technologies in information systems. The successful candidate will be responsible for developing and maintaining courses and teaching in these and related areas. A Ph.D. in Computer Science, Information Systems, or a related discipline, and applied experience are required for this position.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

Athabasca University, Canada's fastest growing university, is located in Athabasca, Alberta, a small, friendly community in the lake country 145 km north of Edmonton.

Applicants should submit a full curriculum vitae with names, telephone numbers and addresses of three referees by **May 31, 2000**, to the **Director, Human Resources**: by mail, **Athabasca University, 1 University Drive, Athabasca, Alberta, Canada, T9S 3A3**; by e-mail, **resume@athabascau.ca**; or by fax, **(780) 675-6135**. Further information about this position can be obtained from **Charles van Düren, (780) 675-6222, charlesv@athabascau.ca, or http://ccism.pc.athabascau.ca**

Athabasca University
Canada's Open University™

The UNIVERSITY of WESTERN ONTARIO

Family Physician Researcher/Educator

The University of Western Ontario, Department of Family Medicine is seeking a family physician researcher/educator with a special interest in parental/child health from a public health perspective. Fully funded by the Public Health Research and Education Development Program (PHRED), this position is a joint initiative between the Middlesex-London Health Unit and the Department of Family Medicine. This position involves 40% Research, 40% Education and 20% Middlesex-London Health Unit activity.

The family physician researcher/educator will join an internationally recognized interdisciplinary research team at the Centre for Studies in Family Medicine, an integral part of the Department of Family Medicine. Leadership and teaching in undergraduate education will be an expectation. Clinical teaching may be included in the education component.

The successful applicant will also collaborate with three PHRED funded researchers in the Department of Epidemiology and Biostatistics and the School of Nursing at The University of Western Ontario and the Department of Human Ecology (Brescia College). As part of an interdisciplinary PHRED unit, the successful candidate will: develop an applied public health research program in the area of parental and child health; collaborate with other PHRED and university researchers on local and provincial projects; participate in (undergraduate and graduate - will be dependent on the faculty) student education, relevant to public health; disseminate research findings; and provide consultations to public health staff.

The Public Health Research, Education and Development (PHRED) Program is a partnership involving Middlesex-London Health Unit, The University of Western Ontario, and Brescia College. The Program's mandate is applied public health research and the education of health science students in the theory and practice of public health. As one of six PHRED Programs in Ontario, the Middlesex-London Program is funded by the Ministry of Health and Long Term Care, the City of London and Middlesex County.

We are seeking a physician with C.C.F.P. (or equivalent) who has an advanced degree or training related to research in public/community health. An Ontario license will be required if clinical activities are undertaken.

The successful applicant will be appointed in the Department of Family Medicine as a full-time Clinical Academic.

Rank and salary will be commensurate with qualifications and experience. Appointment is one year limited term renewable contingent on funding.

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The position is available July 1, 2000. Qualified applicants should forward a detailed curriculum vitae by **May 31, 2000**, to **Dr. Tom Freeman, Interim Chair, Department of Family Medicine, Room K101, Kresge Building, The University of Western Ontario, London, ON, N6A 5C1.**

UNIVERSITY OF BRITISH COLUMBIA
FACULTY OF FORESTRY

DIRECTOR — CENTRE FOR ADVANCED WOOD PROCESSING

The Faculty of Forestry at the University of British Columbia invites applications for the position of Director of the Centre for Advanced Wood Processing (CAWP). Candidates should have a strong industrial and/or academic background in a field of advanced manufacturing technology relevant to the wood products industry. The Director will lead an interdisciplinary research program directed toward the improvement of the value-added wood products industry and ensure that the results are communicated to and assimilated within the industry through extension or continuing education. The Director would be expected to teach and conduct research in their area of expertise.

CAWP is part of a Canadian Centre of Excellence in Advanced Wood Products Processing established in cooperation with the value-added wood products industry. The Centre has core support staff, faculty research associates from the Faculties of Applied Science, Commerce and Forestry and a world class wood products processing laboratory with associated product development and engineering research facilities. The CAWP annual budget is approximately $1 million.

The position is a tenure track faculty appointment in the Department of Wood Science. The appointment level and salary will be commensurate with qualifications. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Applications containing curriculum vitae and the names of three references should be mailed or faxed by **August 1, 2000** or until the position is filled.

Dr. J. David Barrett, Chair,
Search Committee
c/o Dean's Office
2nd Floor, Forest Sciences Centre
2424 Main Mall
Vancouver, BC V6T 1Z4
Phone: 604 822 2467
Fax: 604 822 8645
Email: dbarrett@interchg.ubc.ca
http://www.forestry.ubc.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, together with resumes and the names, addresses and telephone numbers of three referees should be sent to: Gordon Foote, Chair, Department of Performance, McGill University, Faculty of Music, 555 Sherbrooke St. W., Montreal, Quebec, Canada H3A 1E3, Tel: (514) 398-4542, Fax: (514) 398-4540, E-mail: foote@music.mcgill.ca.

MCGILL UNIVERSITY — Faculty of Music. Position in Applied Voice. Applications are invited for a tenure track position at the rank of Assistant or Associate Professor in Applied Voice, beginning academic year 2000 – 2001. The Faculty of Music is seeking an individual (soprano preferred) who has a record of successful studio teaching at the college, university and/or professional level. There should be evidence of substantial professional performing experience in opera and concert. Teaching duties will include private studio voice and possibly other related courses, such as vocal pedagogy, lyric diction or vocal history/literature courses at the graduate or undergraduate level, as appropriate to the candidate's areas of strength and specialization. The successful candidate should have a Masters degree or equivalent professional performing experience, and will join a strong team headed by Profs. William Neill, Chair Vocal Area, and Diane Ross-Neill, Director of Opera Studies. The Faculty offers a Licentiate of Music, Bachelor of Music, Master of Music and Artist Diploma. Doctoral programs are offered on an "ad hoc" basis. Recent graduates are performing at The Met, La Scala and New York City Opera. The successful applicant will be expected to maintain and develop his/her professional activities. Review of applications will begin on January 14, 2000 and continue until the position is filled. Starting date is September 1, 2000 or the successful candidate's earliest availability. Selected candidates will be invited to teach masterclasses, present a short recital and meet with members of the Faculty Search Committee. Salary and rank are negotiable. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, together with resumes and the names, addresses and telephone numbers of three referees should be sent to: Gordon Foote, Chair, Department of Performance, McGill University, Faculty of Music, 555 Sherbrooke St. W., Montreal, Quebec, Canada H3A 1E3, Tel: (514) 398-4542, Fax: (514) 398-4540, e-mail: foote@music.mcgill.ca

MCGILL UNIVERSITY — Faculty of Music. Position in Choral Conducting. Applications are invited for a tenure track position at the rank of Assistant or Associate Professor in Choral Conducting, beginning academic year 2000 – 2001. Teaching duties will include conducting the Faculty Concert Choir and Women's Chorale; choral conducting techniques in Music Education Courses, supervision of Masters' Conducting students, and to teach appropriate choral literature and performance practice courses. The successful candidate should have a Doctorate or Masters degree or equivalent, with extensive conducting experience. There must be evidence of strong research, knowledge of current music education methodology, combined with effective teaching, performance, organizational and interpersonal skills. Review of applications will begin on March 15, 2000 and continue until the position is filled. Starting date is September 1, 2000 or the successful candidate's earliest availability. Selected candidates will be invited to teach masterclasses, present a short recital and meet with members of the Faculty Search Committee. Salary and rank are negotiable. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, together with resumes and the names, addresses and telephone numbers of three referees should be sent to: Gordon Foote, Chair, Department of Performance, McGill University, Faculty of Music, 555 Sherbrooke St. W., Montreal, Quebec, Canada H3A 1E3, Tel: (514) 398-4542, Fax: (514) 398-1540, e-mail: foote@music.mcgill.ca

NUCLEAR MAGNETIC RESONANCE

UNIVERSITY OF ALBERTA — NMR Spectroscopist. The National High Field Nuclear Magnetic Resonance Centre (NANUC, www.nanuc.ca) has an immediate opening for an NMR Spectroscopist, at the Research Associate level. NANUC is an innovative high field nuclear magnetic resonance facility that began operation in June 1999. NANUC has two Varian NMR spectrometers (600 and 500 MHz). The successful candidate will be responsible for implementing multidimensional multinuclear experiments, maintaining the instruments, and setting up experiments for remote users. The incumbent will also be expected to conduct research projects, and train others in the use of the instruments. Candidates should hold a Ph.D. in Chemistry, Biochemistry or a related science, and have extensive experience with NMR spectroscopy. Candidates must have experience with the application of modern NMR techniques to solve biochemical and chemical problems. Excellent interpersonal communication and instructional skills are expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a resume and have three letters of recommendation sent to: NMR Staff Search Committee, 101 NANUC, University of Alberta, Edmonton, AB, Canada T6G 2E1. Phone: (780) 492-2700, Fax: (780) 492-9174, E-mail: nmr@nanuc.ca. Deadline for applications is May 31, 2000. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

NUTRITION

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Community Nutrition. The Faculty of Medicine, Memorial University of Newfoundland seeks a full-time tenure-track faculty member in Community Nutrition, for appointment in the Division of Community Health. The appointment will be at the Assistant Professor level. Required qualifications are a PhD and research experience in community nutrition. We are interested in individuals with a background in community nutrition whose professional activities would enhance and complement ongoing interdisciplinary community-based research on health determinants. Responsibilities will include maintaining an active research program and contributing as appropriate to undergraduate and graduate level teaching programs in Medicine and other health science programs. Priority will be given to an individual with a promising publication record in refereed journals, and the ability to develop a productive research program supported by external funding. Community Health is an area of ongoing emphasis in the Faculty of Medicine. Within the Division, particular opportunities exist for collaboration in the areas of social and behavioural sciences, population-based epidemiology, biostatistics, health services research, oncology, human genetics, and clinical epidemiology. The Division of Community Health maintains an active liaison with the Department of Health, Government of Newfoundland and Labrador, in areas of health care planning and research. Active affiliations are also in place with the province's regional Health and Community Services organizations, and with community groups. Applications, including a curriculum vitae and names of at least three referees, should be directed to: Dr. Roy West, Associate Dean, Division of Community Health, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3V6 Canada. Review of applications will commence on 1 June 2000 and continue until the position is filled. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning on St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

PHARMACEUTICAL SCIENCES

UNIVERSITY OF ALBERTA — AltaRex Research Chair in Pharmaceutical Oncology. The Faculty of Pharmacy and Pharmaceutical Sciences, University of Alberta is seeking qualified applicants to be considered for a tenure track/tenured appointment to the AltaRex Chair in Pharmaceutical Oncology. This prestigious professorship is primarily a research appointment with a requirement for at least 75% of the incumbent's time devoted to research. The identified candidate must be willing to submit an application to a major granting agency under the terms and conditions governing the appropriate University/industry research Chair program. The successful candidate will be expected to develop an active international caliber research program through extramural funding to complement established research programs in the Faculty. The holder of the Chair is expected to be one of the key program leaders in The Noujaim Institute for Pharmaceutical Oncology Research located in the Faculty. The individual will be expected to contribute to the undergraduate and graduate teaching programs. The applicant must have a PhD degree in an appropriate discipline and an established record of achievement in pharmaceutical oncology. Individuals with an expertise in the application of molecular biology approaches to the development of immunologically-based diagnosis and therapy are of particular interest. The salary range reflects the rank and level of appointment and is competitive with other Canadian Universities. The appointment may be made at the Assistant, Associate or Full Professor level depending on the qualifications and experience of the candidate. The Faculty has 420 undergraduate and 60 graduate students. The University of Alberta has approximately 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty and the University at large, as well as outside the University. The University of Alberta is located in Edmonton, a vibrant, cosmopolitan city of 875,000, and capital of the province of Alberta. This friendly, affordable city offers a rich cultural life and diverse recreational opportunities. The campus is located adjacent to one of the largest municipal park systems in North America. The University of Alberta, in addition to having one of the most generous relocation expense policies of any university in Western Canada, also has the most comprehensive policy respecting spousal/partner employment amongst any university in Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a complete curriculum vitae, a description of research and teaching interests and the names and addresses of three referees. The deadline for applications is June 1, 2000. Dr. FM Pasutto, Dean, Faculty of Pharmacy and Pharmaceutical Sciences, 3118 Dentistry/Pharmacy Building, University of Alberta, Edmonton, Alberta, Canada T6G 2N8. Phone: (780) 492-0204. Fax: (780) 492-1843. E-mail: fpasutto@pharmacy.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHARMACY & NUTRITION

UNIVERSITY OF SASKATCHEWAN — College of Pharmacy and Nutrition. Applications are invited for a full-time 12-month term position (July 1, 2000 – June 30, 2001) with responsibilities in the teaching of basic nutrition, professional communications or current issues in nutrition, and co-teaching the professional practice courses. Applicants must possess a master's nutrition degree and preferably a PhD degree, relevant experience in nutrition and teaching experience. Professional dietitian status is desirable. Applicants should submit a curriculum vitae (including a description of relevant experience) and the names of three references to the Division Head. Applications will be accepted until May 31, 2000 or until the position is filled. Please send to: Dr. Shawna L. Beienbaum, Head, Division of Nutrition and Dietetics, College of Pharmacy and Nutrition, University of Saskatchewan, 110 Science Place, Saskatoon, SK S7N 5C9, phone (306) 966-5836; fax (306) 966-6377, beienbs@mbsask.usask.ca. The University of Saskatchewan is committed to employment equity. Members of designated groups (Aboriginal people, people with disabilities, members of visible minorities and women) are invited to self-identify on their applications. In accordance with Canadian immigration requirements, priority is given to Canadian citizens and permanent residents.

PHILOSOPHY

UNIVERSITY OF OTTAWA — Ancient Philosophy. The Department of Philosophy invites applications for a tenure-track appointment in Ancient Philosophy at the Assistant or Associate Professor level, effective 1 July 2000 or thereafter. Qualifications: PhD in Philosophy with specialization in Ancient Philosophy, publications, teaching experience at the university level, and ability to teach in French and English from date of appointment. Responsibilities: Teaching at undergraduate and graduate levels, research, and participation in departmental activities. In compliance with Canadian immigration requirements this position is offered to Canadian citizens and landed immigrants. The University is committed to an employment equity programme and strongly encourages applications from women. Please send a letter of application, curriculum vitae, copies of principal publications and three letters of recommendation to: Dr. David Raynor, Chairperson, Department of Philosophy, University of Ottawa, P.O. Box 450, Stn. A, Ottawa, Ontario K1N 6N5. Closing date: May 25, 2000.

UNIVERSITÉ D'OTTAWA — Philosophie Ancienne. Un poste de professeur(e) régulier(ère) (menant à la permanence), au rang d'adjoint(e) ou agrégé(e), débutant le 1er juillet 2000 ou plus tard. Exigences: Doctorat en philosophie avec spécialisation en philosophie ancienne, expérience de l'enseignement au niveau universitaire, recherche et publications, capacité d'enseigner en français et en anglais dès l'embauche. Responsabilités: Enseignement aux 1er et 2e cycles, recherche, participation aux activité départementales. Veuillez fair parvenir avant le 25 mai 2000, une lettre de candidature décrivant vos intérêts en recherche et en enseignement, un curriculum vitae, et un exemplaire de vos principales publications. Trois lettres de recommandation doivent être envoyées directement à: Dr. David Raynor, Directeur, Département de Philosophie, Université d'Ottawa, C.P. 450, Succ. A, Ottawa, Ontario K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature.

UNIVERSITY OF ALBERTA — Faculté Saint-Jean. Philosophie. Faculté Saint-Jean, University of Alberta. Un poste de professeur(e) adjoint(e) en philosophie, conduisant à la permanence et dont l'entrée en fonctions est le 1er septembre 2000. Les responsabilités d'enseignement de ce poste incluent des cours de base en philosophie générale incluant la logique pratique, et des cours en philosophie contemporaine des sciences sociales, en histoire de la pensée sociale et politique, et en philosophie politique canadienne. Ce poste contribuera au programme commun du Baccalauréat ès arts, ainsi qu'à plusieurs concentrations en sciences humaines et sociales, incluant les études canadiennes. La personne engagée devra posséder un doctorat pertinent au champ de spécialisation et un solide dossier de recherche et de publication. La personne engagée participera avec vigueur et créativité au développement des programmes du BA et au projet de MA à la Faculté Saint-Jean, et démontrera des qualités de leadership ainsi qu'une capacité à travailler en équipe et dans un cadre interdisciplinaire. Faculté de langue française dans une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants francophones et anglophones dans des programmes de BA, BAA (conjointement avec la Faculty of Business), BÉd, BÉd. après diplôme, BSc et MÉd. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. Si nous ne trouvons pas de candidat(e)s qui sont citoyens canadiens et résidents permanents répondant aux exigences de poste, d'autres individus seront considérés. Un curriculum vitae détaillé, une publication et les noms de trois répondants doivent parvenir, au plus tard le

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W. Washington, DC 20005, tél: (202)737-5900.

TARIFS DE PUBLICITÉ

SECTION OES ANNONCES CLASSÉES

Grandes annonces[1]	4,25 $
Annonces classées	4,00 $

SECTION ÉOITORIALE

Grandes annonces[1]	1,00 $

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Noir et deux couleurs	420 $
Noir et trois couleurs	900 $

Les tarifs sont calculés en fonction d'une ligne agate (en vigueur jusqu'au 1er juillet 2000).

[1] Commission de 15 ⅓ des agences (illustrations prêtes à photogr aphier)

[2] Ces tarifs comportent un supplément pour la publicité en couleu sahier le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

ADVERTISING RATES

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[2] Agency commission 15% (camera-ready artwork required)

[1] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

AD DEADLINES 2000-2001

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

ISSUE	CLASSIFIEO	OISPLAY
September	August B/00	August 15/00
October	September 8/00	September 15/00
November	October 6/00	October 13/00
December	November 6/00	November 13/00
January	December 4/00	December 11/00

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Stella Mazzarolo — Advertising Coordinator

TEL (613) 820.2270 *FAX* (613) 820.2417
EMAIL mazz@caut.ca

2675 Queensview Drive, Ottawa, ON K2B 8K2

✂ CLIP & SAVE

DATES LIMITES 2000-2001

Le *Bulletin* est publié dix fois pendant l'année universitaire : la 1re semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANOES ANNONCES
Septembre	8 août 2000	15 août 2000
Octobre	8 septembre 2000	15 septembre 2000
Novembre	6 octobre 2000	13 octobre 2000
Décembre	6 novembre 2000	13 novembre 2000
Janvier	4 décembre 2000	11 décembre 2000

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Stella Mazzarolo — Coordonnatrice de la publicité

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COURRIEL mazz@caut.ca

2675, promenade Queensview, Ottawa ON K2B 8K2

✂ DÉCOUPEZ ET CONSERVEZ

CAREERS CARRIÈRES

30 juin 2000 à : Madame Claudette Tardif, doyenne, Faculté Saint-Jean, University of, Alberta, 8406, rue Marie-Anne-Gaboury, Edmonton AB T6C 4G9 Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels. La University of Alberta embauche selon le mérite. Nous sommes engagés au principe d'équité en matière d'emploi: Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones.

PHYSICAL EDUCATION & RECREATION STUDIES

UNIVERSITY OF MANITOBA — The Faculty of Physical Education and Recreation Studies at the University of Manitoba invites applications for an Assistant Professor/Instructor II position. The appointment will begin July 1, 2000 or as soon after that date as possible, subject to final budget approval. All candidates should have a minimum of three years experience as a CATA Certified Athletic Therapist. The candidates should have a strong academic orientation and should possess Supervisory Athletic Therapist (S.A.T.) status with the CATA. The successful candidate will be expected to take a leadership role within the Athletic Therapy stream (B.E.S.S. degree), and will be responsible for The day-to-day operation, coordination, and supervision, of all aspects of the Athletic Therapy education program. Close cooperation with the Athletic Therapy staff will be necessary for effective planning and implementation of student clinical experience in the Athletic Therapy program, as will cooperation with the Physical Education Coordinator regarding program evaluation and future direction. The successful candidate will be required to teach and supervise students in the undergraduate program and to provide service to the University and community. For a tenure track position at the Assistant Professor level at the University of Manitoba (current salary range $42,528 – $65,040) candidates are expected to have an earned doctorate in Physical Education, Exercise Science, or a related discipline. Consideration will be given to candidates nearing completion of their doctoral studies. The successful candidate will have demonstrated excellence in teaching and scholarship, including the ability to attract external funding and maintain a program of research leading to publication in refereed journals. Duties would also include teaching and supervision of students at the graduate level. Consideration will also be given to candidates with a Masters degree in Physical Education, Exercise Science, or a related discipline at the rank of Instructor II (salary range $35,988 – $61,169). Duties will include responsibilities in the areas of teaching and service. For additional information on the faculty of Physical Education and Recreation Studies, our degree offerings, the Athletic Therapy program and clinic please visit the Faculty website at www.umanitoba.ca/faculties/physed/. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a description of research, teaching and professional interests, accompanied by a curriculum vitae and the names of three references, should be sent priot to May 15, 2000 to; Dr. Dennis Hrycaiko, Dean, Faculty of Physical Education and Recreation Studies, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. For further information, please contact: Dr. Elizabeth Ready, Coordinator, Physical Education, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Telephone: (204) 474-7634. E-Mail: readye@ms.umanitoba.ca.

PHYSICAL MEDICINE & REHABILITATION

DALHOUSIE UNIVERSITY AND THE QEII HEALTH SCIENCES CENTRE — Physiatrist. The Division of Physical Medicine and Rehabilitation, Department of Medicine at Dalhousie University and the QEII Health Sciences Centre is seeking applicants for a hospital-based, hospital-full time physiatrist. The successful applicant will have predominantly clinical responsibilities with a focus on tertiary-level rehabilitation in the musculoskeletal and cardiac rehabilitation areas. Duties will include: in-patient ward duties as well as consultation services, outpatient clinics and electrodiagnosis in addition to clinical responsibilities, the successful applicant will spend the remainder of his/her time in teaching, research and administration. Applicants must have FRCPC certification (or equivalent) in Physical Medicine and Rehabilitation and be eligible for specialty licensure in Nova Scotia. Preference will be given to applications with additional training in cardiac rehabilitation. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal Peoples, persons with disability, racially visible persons and women. Please send your Curriculum Vitae and names of three referees to: Dr. Brenda Joyce, Head, Division of Physical Medicine and Rehabilitation, Dalhousie University and QE II Health Sciences Centre, 1341 Summer Street, Halifax, Nova Scotia, B3H 4K4

PLANT AGRICULTURE

UNIVERSITY OF GUELPH — Assistant Professor, Plant Bioinformatics. The Department of Plant Agriculture at the University of Guelph invites applications for a full-time, tenure-track research and teaching position at the rank of Assistant Professor. The successful candidate is expected to initiate a creative research program on computational and statistical methods to interpret and exploit molecular genetic and physiological data that will enhance our understanding of fundamental plant processes and lead to the genetic improvement of crops. Interactions with other scientists involved with genomics, breeding, quantitative genetics, crop modeling and statistics will be expected. The individual is expected to teach at the undergraduate and graduate level in his/her area of expertise, to seek research funding from federal, provincial and industry sources and to work as part of a team of scientists in the university's Food System Biotechnology Centre. The position is 60% research and 40% teaching. Candidates should have a PhD degree in an appropriate discipline and postdoctoral experience is preferred. Candidates should provide evidence of a commitment to teaching and of excellence in research. Excellent research facilities and support are available. Please see our web page (http://www.oac.uoguelph.ca/CRSC/mainpath.html) for details on the Department, the facilities and the University. Applications, including curriculum vitae, University transcripts, a statement of research and teaching interests and the names of three referees should be sent to: Dr. Clarence Swanton, Chair, Search Committee, Department of Plant Agriculture, Crop Science Building, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; Fax: (519) 763-8933. Closing date May 31, 2000. This appointment is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women

POLITICAL SCIENCE

THE UNIVERSITY OF WINDSOR invites applications for two limited-term positions in International Relations and Canadian Politics (both are new positions). Visit our web site for information <www.uwindsor.ca/facsullypositions> or contact Dr. Bruce Tucker, Head, History, Philosophy, & Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext: 2347; Fax: 519-973-7094; Email: tucker1@uwindsor.ca

PROBLEM CENTRED STUDIES

UNIVERSITY COLLEGE OF CAPE BRETON — Assistant Professor, Problem Centred Studies. Please quote reference number PCS0003 on all correspondence. The Problem Centred Studies (PCS) Department in the School of Community Studies at University College of Cape Breton invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval. University College of Cape Breton (UCCB) was established more than two decades ago as Canada's first university college — integrating liberal arts and science, engineering and business technology and trades learning traditions into its degree, diploma and certificate programs. The newly expanded campus is situated on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq and Acadian heritage. Small class size, strong community involvement, innovative curriculum and work/volunteer placements enhance UCCB's position as an international leader in post-secondary education. The successful candidate will teach PCS 100, 200, 300, 253 and/or 353. Course descriptions are available in the UCCB Calendar. Applicants should have a PhD; however, individuals with a Master's degree and exceptional employment experience may be considered. Experience in process education, small group instruction and self-directed learning will be considered an asset. Inquiries should be directed to Prof. Barry Moore, Department Chair, at (902) 563-1465. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three references to: Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2 Street address: 1250 Grand Lake Road, Sydney, N.S. B1M 1A2. Fax number (902) 563-1458. Applications must be received no later than 4:00 p.m. May 31, 2000. Please visit our web site to learn more about UCCB http://www.uccb.ns.ca UCCB is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHOLOGY

SAINT MARY'S UNIVERSITY — Department of Psychology. Applications are invited for a tenure-track appointment at the Assistant Professor level starting September 1, 2000 or 2001. Candidates are expected to have a PhD in Psychology or to be near completion of the degree. We seek individuals with teaching and research skills in industrial/organizational psychology. The successful applicant may also be called upon to teach in the areas of introductory psychology statistics, research methods, and psychometrics; experience in these areas is an asset. The successful applicants will be expected to conduct and supervise research and to contribute to the Department's graduate program. The Department has major and honours curriculum and offers a MSc. degree in industrial and organizational psychology and a certificate program in Human Resource Management. The successful apolicant will also have the opportunity to participate in the University's new doctoral program in Management offered through the Frank H. Sobey Faculty of Commerce. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Applicants should furnish a curriculum vitae, copies of reprints, a letter describing teaching and research interest, and three letters of reference (sent directly by referee) to Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS, B3H 3C3; Telephone: (902) 420-5865; Fax: (902) 420-5121; Email: catano@husky1.stmarys.ca Review of applications begins immediately and will continue until the position is filled. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities

RUSSIAN

CARLETON UNIVERSITY — School of Linguistics and Applied Language Studies, Russian. Applications are invited for a 2-year term position in Russian at the level of Instructor I. This position is subject to budgetary approval. Applicants should have native or native-like fluency in Russian, an M.A. or equivalent qualification in Applied Linguistics with a specialization in second or foreign language teaching, and a permanent professional commitment to a career in teaching Russian as a foreign language at the university level. Duties will include teaching intensive and semi-intensive introductory credit courses in Russian and advanced courses in Russian, as well as participating in the on-going development of curriculum and of teaching and testing materials. An interest in teaching Russian for business purposes and/or in language testing would be an advantage. Applicants should send a curriculum vitae and the names of three referees to: Professor Ian Pringle, Director, School of Linguistics and Applied Language Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. Closing date for applications is May 31, 2000, or when filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply

RUSSIAN & SLAVIC STUDIES

MCGILL UNIVERSITY — Russian & Slavic Studies. Applications are invited for a tenure-track appointment at the Assistant Professor level beginning September 2001. Applicant must hold the PhD by the time of appointment. Specialization open. Strong commitment to advanced research, flexibility in developing and teaching undergraduate and graduate literature courses, innovative language teaching, and cooperation with other programs in the Faculty. For teaching purposes candidate must be fluent in Russian and English. Knowledge of French is an asset. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Applications with c.v., samples of written work (in both languages) and the names of three referees should be sent to Professor Paul M. Austin, Chair, Russian & Slavic Studies, McGill University, 688 Sherbrooke Street West, Suite 0341, Montreal, QC Canada, H3A 2M7 McGill University is committed to equity in employment. Deadline: December 1, 2000.

SURGERY

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Medicine. The Department of Surgery at The University of British Columbia is seeking an outstanding academic clinician to serve as the Head of the Division of Cardiovascular Surgery. The individual we seek is expected to plan, manage, and implement academic programs that foster the professional and scholarly growth of a multi-institutional division, and to provide leadership to the Division's faculty. Applicants should have attained national and international status in the field of Cardiovascular Surgery. The incumbent will have overall responsibility for undergraduate and postgraduate education within the Division and be expected to promote the development of research programs of appropriate breadth and depth for a University division of national status. This is a grant tenured position. Salary and rank will be commensurate with experience and qualifications. Anticipated start date will be 1st July, 2000. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward a letter of application and updated curriculum vitae by 1st June, 2000 to: Dr. Richard J. Finley, Head, Department of Surgery, 910 West 10th Avenue, Vancouver, B.C. V5Z 4E3

THEOLOGY

EMMANUEL COLLEGE OF VICTORIA UNIVERSITY — Theology. Applications are invited for a full-time, tenure stream appointment in Theology at Emmanuel College, at the assistant professor level. Qualifications are a Th D or PhD in theology, completed or near completion, with demonstrated competence in historical and contextual theologies. Duties and expectations include teaching courses for basic degree students (M.Div, M.R.E., M.T.S., M.P.S.), the credentials or potential to teach courses for and supervise doctoral students, a commitment to research and publication, and a capacity to provide theological leadership for The United Church of Canada. A detailed description of the position is available on request or on the Internet (http://vocuotaro.oro.ca/emmanuel/index.htm). In accordance with Canadian immigration requirements this announcement is directed to Canadian citizens or permanent residents. Applications, including a curriculum vitae and three letters of reference should be sent to the Chair of the Appointments Committee, Emmanuel College, 75 Queen's Park Crescent, Toronto, Ontario M5S 1K7. The deadline for applications is September 30, 2000, and we hope to make an appointment by July 1, 2001.

ACCOMMODATIONS

SABBATICAL RENTAL — Montreal (Westmount) Exceptional location. 5 1/2 room apt. in older building, fully furnished, wood floors, walking distance to downtown Montreal, on bus line and across from excellent shopping street. $1,100/mo includes heating, electricity, basic phone and cable. September 2000 – June or July, 2001. (514) 933-8114 or e-mail until June 1st mmorton@alcor concordia ca

SEPT/00 – AUG/01. North Vancouver Furnished family home in unique forest setting. 2800 sqft, 4 bdrms, hardwood floors, fireplace, big yard, etc. $1700/mon + util. Contact: (604)985-9497 or fraken @sfu.ca

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Division of Physical Sciences

University of Toronto at Scarborough

Lecturer in Mathematics

The Division of Physical Sciences, University of Toronto at Scarborough, Invites applications for a Lecturer in Mathematics. Duties will include lecturing, offering tutorials and other instruction in Mathematics courses. Particular emphasis will be placed on developing and broadening the scope of computer based instruction in Mathematics and related disciplines. The University of Toronto at Scarborough has a dedicated Mathematics Computer Laboratory. The successful candidate will assume responsibility for the operation of this laboratory and for its use in courses offered in the Division of Physical Sciences. Software development and introduction of new hardware directed towards education in the Mathematical Sciences will be an integral part of the responsibilities. Applicants should have a post-graduate degree in Mathematics. Experience in the application of computers to education in the Mathematical Sciences is required.

The starting date for this appointment is July 1, 2000, or as soon as possible thereafter. Salary will be in the range $45,000 to $50,000, commensurate with experience.

Applicants should send their C.V., a statement of teaching experience and objectives and should arrange to have at least three letters of reference, which specifically address teaching abilities and promise for future development, sent directly to:

Professor James C. Thompson
Chair, Division of Physical Sciences
[Attention: MAT-LECT-00]
University of Toronto at Scarborough
1265 Military Trail
Scarborough, Ontario, M1C 1A4

or by e-mail, quoting MAT-LECT-00 to: janetr@scar.utoronto.ca

The closing date for receipt of complete applications is **June 1, 2000.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

The UNIVERSITY of WESTERN ONTARIO

Chair/Chief – Department of Medicine

The Faculty of Medicine & Dentistry of The University of Western Ontario and the London Health Sciences Centre and St. Joseph's Health Care London, which together constitute the London Academic Health Sciences Network, invite applications/nominations for the position of Chair and Chief of the Department of Medicine. The Department has nearly 100 members representing fifteen academic Divisions and is responsible for more than 20 million dollars in annual research expenditures in addition to the usual undergraduate, postgraduate, and fellowship training programs within the Faculty. Department researchers are active in both clinical and basic research at the hospitals and their affiliated research institutes, including the Robarts Research Institute. The hospitals, which have a total of 1100 inpatient beds on 5 sites, provide a full range of inpatient and ambulatory services to the city of London and Southwestern Ontario with active outreach programs in patient care, research and teaching.

The Chair/Chief of the Department of Medicine is a key leader in the academic and clinical programs of the Health Sciences Network whose vision and direction will be vital in maintaining the integrity of patient care and fulfilling the academic mandate during the ongoing local restructuring process. The successful applicant will have experience and expertise in a senior medical leadership role and a track record of a high level of accomplishment in patient care, teaching, research and academic leadership. Candidates must have FRCPC certification (or equivalent) in Medicine and be eligible for licensure in the Province of Ontario.

Details about the UWO Faculty of Medicine & Dentistry can be found at www.uwo.ca; London Health Sciences Centre at www.lhsc.on.ca ; and St. Joseph's Health Care London at www.stjosephlondon.on.ca.

Interested candidates are asked to submit a CV and letter of application together with names and addresses of three references to:

Dean Carol P. Herbert
Faculty of Medicine & Dentistry
Health Sciences Addition, Room H112
The University of Western Ontario
London, Ontario N6A 5C1

FAX: (519) 661-3797

The deadline for receipt of applications is **May 31, 2000**

This position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

Dalhousie University

School of Library & Information Studies

Associate Professor

The School of Library & Information Studies invites applications for a full-time, tenure-track appointment at the associate professor level in the area of information systems design and development, beginning 1st July 2000. Preference will be given to applicants with teaching and research interests in any of the following areas: database design, digital libraries, electronic text design, human computer interaction, information retrieval, information systems, networked information services, and systems analysis.

The successful applicant will be expected to teach at the graduate level, and pursue an active research agenda. A Ph.D. is required (preferably in Library and Information Studies) with demonstrated excellence in teaching and research. Salary is competitive. The start date 1st July 2000 or by arrangement

Applications, together with a curriculum vitae and the names of three referees, should be submitted to **Dr. Bertrum H. MacDonald, Director, School of Library and Information Studies, Faculty of Management, Dalhousie University, Halifax, N.S., Canada B3H 3J5.** Fax 902 494-2451. E-mail: bertrum.macdonald@ dal.ca. Further information about the School is available at: http://www.mgmt.dal.ca/slis.

In accordance with immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

Review of applications will begin on **1st June 2000** and will continue until the position is filled.

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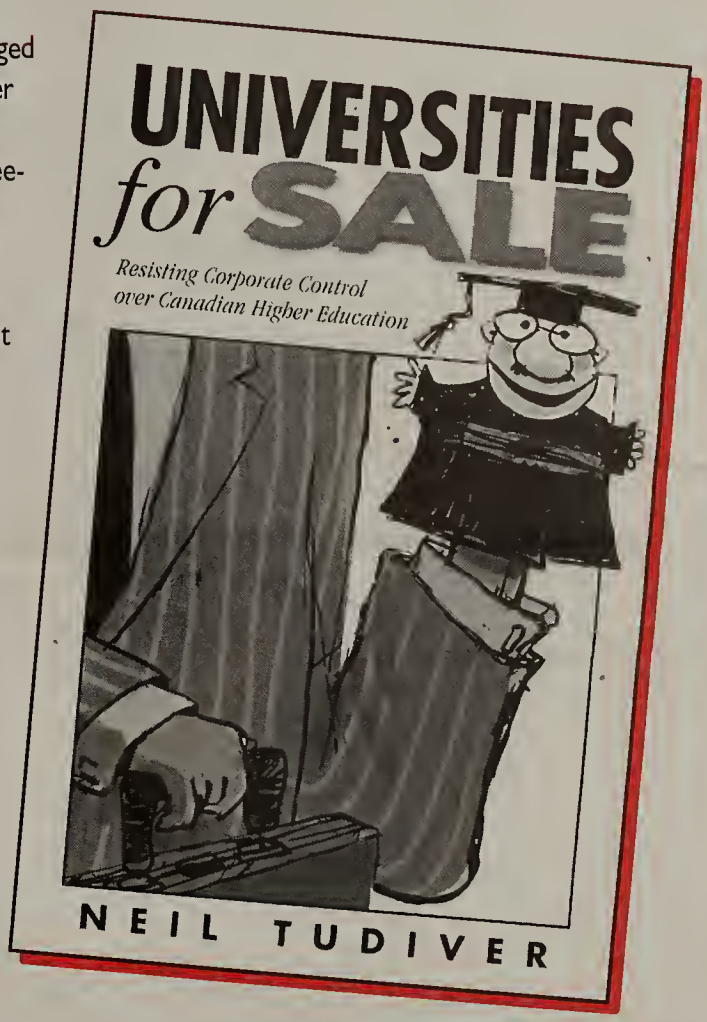

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